



# *Sharneyford Primary School*

## Anti Bullying Policy

### Mission Statement

‘Sharneyford Primary School is a safe, friendly place where the special individuals work together as a team, showing care and tolerance, honesty and common sense. Children are encouraged to gain knowledge, confidence and independence and achieve the highest standards in all aspects of school life.’

Date Reviewed: November 2023

# **Sharneyford Primary School**

## **Anti-Bullying Policy**

### **Audience**

This policy is available at all reasonable times for staff, governors, parents, school inspectors and any other interested bodies. A copy is available on request.

### **Aims**

Our anti-bullying policy is there to help everyone in school to understand what we mean by 'bullying'.

The policy aims to ensure that the pupils of Sharneyford Primary School learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

### **Definitions**

We define bullying as 'The persistent, deliberate and conscious desire to hurt, threaten and frighten another.'

Bullying is defined as deliberately hurtful, threatening or frightening behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (including name calling, racist or homophobic bullying, threatening, cyber-bullying)
- indirect (spreading rumours, excluding someone from social groups)

### **Signs of Bullying**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying to staff.

All teaching and non-teaching staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this school policy.

## **Responsibilities**

Pupils: We encourage all pupils to tell an adult if they are being bullied or see someone else being bullied.

Parents: Parents or carers must contact school if they have any worries.

School: Incidents are investigated in a thorough and sensitive way. We are concerned to help both the victim and the bully.

## **Statutory duty of the School**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. In accordance with this School policy the school Headteacher Mrs A Holt keeps a record of all reported incidents of bullying and racism. All incidents will be reported to the full governing body in a termly Headteacher's report.

## **Implementation**

The following steps will be taken by the School when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher will interview all concerned and will record the incident
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Aiming to prevent Bullying

- Within the curriculum the school will raise the awareness of the nature of bullying through the teaching of PSHE.
- The school will raise awareness by taking part in Anti-bullying campaigns such as 'Anti-bullying week.'
- The school will raise awareness by incorporating the issue into the annual assembly programme.
- Anti-Bullying information and courses for pupils and parents on the school website.

The school endeavours to raise as much awareness as possible and to promote an understanding of anti-bullying, in an attempt to eradicate such behaviour.

### **Monitoring, evaluation and review**

The Headteacher will review this policy annually and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

This policy was accepted by:

Headteacher: \_\_\_\_\_ (Date)

Governor Representative: \_\_\_\_\_ (Date)