

Anti-Bullying Policy

Crook Primary School

December 2016

Statement of intent

Crook Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Crook Primary School will not tolerate bullying or intimidation in any way, shape or form, and will provide a framework that can be used to meet the demands of all but the most particular incident. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

It is important to us that all teaching and non-teaching staff should approach each situation consistently. This policy intends to help all staff deal in a consistent and effective manner with any incidents of bullying which occur within the school premises and/or during school activities, which may from time to time require involvement in out of school incidents.

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect and this includes pupils reporting an incident that may not be perceived by an adult to be very serious.

Pupils who are bullying need to learn different ways of behaving. The staff of Crook Primary School have a responsibility to respond promptly and effectively to all issues of bullying, whether relating to victim/target, to perpetrator/bully or to bystanders who encourage the bullying activity by watching, doing nothing to help and/or by actively supporting the bullying act through shouting encouragement, recording the activity on a mobile phone etc.

What is bullying?

Bullying is taken to mean the conscious and wilful systematic mental abuse, physical abuse or manipulation by one or more people against another person or people.

Bullying results in pain and distress to the victim and it usually leads to the lowering of the victim's self-esteem, fear, or actual physical harm.

The bullying act may be repetitive or else the fear of the victim may be that a single act may be repeated. It may last for a short period or go on for years. It is at times premeditated and often opportunistic. Sometimes it is directed mainly towards one victim, and may occur serially or randomly.

Bullying is an abuse of power by those who carry it out and a bullying incident may be viewed as any incident that is perceived to be bullying by the target and should be treated accordingly. Staff may not have witnessed an incident but should take a child's word seriously and investigate further.

Procedures

Within the curriculum, bullying will be dealt with in Personal, Social and Health Education, but may also be covered in other subjects, such as English and ICT.

In non-curriculum areas staff constantly supervise pupils and the respective member(s) of staff will deal with issues involving any bullying. This process of 100% supervision of pupils greatly reduces pupils' opportunities to either be a bully or to be bullied.

1. All bullying incidents will be reported by all staff.
2. The bullying behaviour or threats of bullying will be investigated and dealt with appropriately
3. At the discretion of the Head Teacher parents will be informed and may be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, outside agencies will be consulted.
5. An attempt will be made to help the bully (bullies) change their behaviour.

The role of governors:

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The role of the headteacher:

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request. The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. The headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying. The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of staff:

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. The staff will take action in relation to bullying that may include:

- Differentiation of curriculum/teaching style to promote non-confrontational situations.
- Building positive interpersonal relationships which model non-aggressive interaction.
- Taking action against acute incidents ranging from verbal reprimand to exclusion.

- Recording incidents on the Log Sheet as soon as possible. If a pattern becomes established then further action may be taken.
- Informing the Headteacher or Deputy Headteacher of any serious incident as soon as possible and making the individual's class teacher aware of the situation
- Making all pupils aware of the school's position on bullying and on bystanders to bullying incidents.

The role of parents:

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they continue to be unsatisfied, they should follow the complaints procedures as highlighted in the Complaints policy available on the school's website. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils:

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

December 2016