

EDMONDSLEY NURSERY AND PRIMARY SCHOOL

ANTI-BULLYING POLICY

Signed: Mrs A Rees Date: September 2014 Review Date: September 2015

INTRODUCTION

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is not a single or occasional incident or an argument between friends. These are examples of unkind or inappropriate behaviour and we also take action to address this, however, it is important these incidents are not called bullying. We use the STOP to explain the difference to children – Several Times On Purpose.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

We believe that the development of the child's self-esteem is vitally important to their growth. The growth of self-esteem will be encouraged through respect for others – their opinions and their differences. In this environment we view bullying, whether between child and child, adult and child or adult and adult as a serious breach of school ethos and an inappropriate social interaction which can have long-term damaging effect upon both the victim(s) and the perpetrators(s).

ENTITLEMENT

All children have the right to enjoy to the fullest possible extent the benefits of the educational provision offered by the School.

In order to maximise these benefits the children will be educated in an environment which:

- Is safe and caring;
- Provides challenges but is non-threatening;
- Encourages children to feel secure;
- Values children's opinions and involves them, where appropriate, in the determining of school policy and rules;
- Shows an awareness of children's individual needs and attempts to meet these.

The Local Education Authority believes that, when a child claims to have been bullied or is suspected of being bullied he/she is entitled to expect:

- that he/she will be listened to in an appropriate setting and that every effort will be made to establish the facts;
- that appropriate action will be taken to address the child's concerns and to ensure that there is no recurrence;
- that the action the school intends to take will be made clear to the child and, if appropriate, the child's parents;

The Local Education Authority believes that children who are suspected of bullying another child are entitled to expect:

- that he/she will be listened to in an appropriate setting and that every effort will be made to establish the facts;
- to know what action the school can take;
- to know what action the school intends to take.

The Local Education Authority believes that parents, too, are entitled to expect that:

- their child will be educated in an atmosphere which is safe and caring and is not characterised by violence and intimidation;
- the school will take all reasonable steps to prevent bullying occurring;
- any bullying incident which is reported will be investigated according to the school's guidelines.
- Any bullying incident which is found to have taken place will be dealt with in line with the school's guidelines.

PREVENTION

1. Children should be aware that any worries or complaints they have will be dealt with seriously. Comments like 'Don't tell tales' etc should never be used.

All adults in school will:-

Listen to all sides
Evaluate
Act
(Refer to PROCEDURES section below)

2. Opportunities throughout all curriculum teachings are exploited to stress consideration for others. Bullying – be it child to child – adult to child or adult to adult, should be identified and dealt with effectively.
3. Areas where bullying may take place i.e. corners of playground, toilets, are regularly supervised.
4. Children's reluctance to play outside or leave the responsible adult will be investigated.

PROCEDURES

The Teacher/Supervisor who suspects a case of bullying as previously defined should deal with it in the following manner:-

- 1) Re-assure the child that they will be listened to and treated sympathetically if they are telling the truth.
- 2) Listen to all of those involved and judge each case on merit.
- 3) Discuss with the child(ren) any possible action that you are going to take.
- 4) Report the incident to Class Teacher of the child(ren) concerned if appropriate.

- 5) If the incident is sufficiently serious then the matter should be reported to the child's parents/Head Teacher and a programme will be drawn up to help the child to learn acceptable behaviour.
- 6) Rebuild the self-esteem of the victim **and the bully** e.g. give tasks of responsibility, positive praise.

BULLYING BY GROUPS

While bullying at any level is unacceptable, any indication that it is happening at group level should be notified to the Head Teacher **at once**.

MESSAGES FOR THE CHILDREN

- 1) Tell us.
- 2) You will be listened to and believed if you tell us the truth.
- 3) We will help
- 4) We will try to: find out the facts
Stop the bully
Make you feel safe.

ROLE OF PARENTS

If you suspect your child is being bullied, please inform the school at once. We will investigate and respond to our findings. If your child is guilty of bullying behaviour we would expect your support in dealing with the problem.

THE ROLE OF GOVERNORS

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

THE ROLE OF THE HEAD TEACHER

It is the responsibility of the head teacher 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 deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The head teacher ensures that all staff receive sufficient information to be equipped to deal with all incidents of bullying.

The head teacher 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.

MONITORING AND REVIEW

This policy is monitored regularly by the head teacher, who reports to governors about the effectiveness of the policy on request.

The anti-bullying policy is the governor's responsibility and they review its effectiveness regularly. They do this by discussion with the head teacher.