

NORMANBY PRIMARY SCHOOL ANTI-BULLYING POLICY

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Anti-bullying Policy

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Aims and Objectives

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.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The Role of Governors

The Governing Body supports the Executive Head/Head of School in all attempts to eliminate bullying from our school. This policy statement makes it very 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 Governors require the Executive Head/Head of School to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Role of the Executive Head Teacher/Head of School

It is the responsibility of the Executive Head/Head of School to implement the school anti-bullying strategy and to ensure that all staff members are aware of the school policy and know how to deal with incidents of bullying. The Executive Head Teacher/Head of School reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Executive Head/Head of School ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Executive Head/Head of School draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Executive Head/Head of

School 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 Executive Head/Head of School ensures that all staff members receive sufficient training to be equipped to deal with all incidents of bullying.

The Executive Head/Head of School 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 the Staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. These are stored on CPOMS (Child Protection Online Monitoring System).

If any staff member witnesses an act of bullying, he or she do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Executive Head/Head of School, the teacher informs the child's parents. All recorded instances are reported to the Executive Head/Head of School via CPOMS.

If, as staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Executive Head/Head of School. We then invite the child's parents into the school to discuss the situation and agree appropriate action to be taken. In more extreme cases, for example where initial discussions have proven ineffective, the Executive Head/Head of School may contact external support agencies such as the Behaviour Support Service.

Staff members attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

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.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Executive Head/Head of School, who reports to Governors about the effectiveness of the policy on request.

Information for monitoring and review purposes is gathered from talking with children, both formally and informally, from parents' communications and from staff observations and reporting.

This Policy was developed by the staff and Governors of Normanby Primary School in consultation with parents in 2015 and has been reviewed regularly since then, in accordance with sections 2 and 3 of the Education Act 1997.