



# Anti-Bullying Policy

June 2010

**Preston Primary School  
Anti-Bullying Policy  
Reviewed June 2010**

## **1 Introduction**

**As a Church of England School this policy reflects the Christian values of honesty, compassion, respect and encouragement.**

- 1.1 It is a Government requirement that all schools have an anti-bullying policy. This policy reflects the guidance in the Education & Inspection Act 2006, and the DCSF publications 'Staying Safe - A consultation Document' 2007 & 'Homophobic Bullying – Safe to learn: Embedding anti-bullying work in Schools' 2008.
- 1.2 DCSF guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). It can be motivated by prejudice eg race, gender, sexual orientation etc.
- 1.3 This policy will be reviewed by, staff and governors following detailed discussion. It will also be reviewed with the school council.
- 1.4 This policy should be cross referenced with the following policies, Acceptable Use, Behaviour, Equal Opportunities, Race Equality; PSHE, Single Equality Scheme. It should also be cross referenced with the Code of Conduct for Staff.

## **2 Aims and objectives**

- 2.1 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 to promote a positive ethos of care and respect for all.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

These measures include:

- School target
- Restorative Justice
- Special assemblies
- PSHCE lessons
- Circle time
- School rules
- Class rules
- Adult supervision
- Anti-bullying posters
- Playground buddies
- Lunch Time Measures
- Three Step Rule

Definitions for the above measures can be found at Annex 1.

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

- 2.4 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.

### **3 The role of governors**

- 3.1 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.
- 3.2 The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher 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.
- 3.3 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, in accordance with the Complaints Policy.

### **4 The role of the Headteacher**

- 4.1 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.
- 4.2 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. (Assemblies etc)
- 4.3 The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- 4.4 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.
- 4.5 Should investigations prove that bullying is occurring the Headteacher will be informed and take responsibility for deciding the appropriate course of action. In most cases the approach used will be Restorative Justice.

The Headteacher will discuss the 'problem' with a group of children including those involved. The Headteacher will notify parents of all parties if deemed appropriate.

Feelings, actions and desires will be discussed by all the children and a plan of action agreed.

The children will then have a few days to resolve the situation and dates made to come back and discuss how things are going.

If this is successful the group will be monitored over a period of time to check that the situation remains resolved.

If this fails parents will be called into school immediately.

## **5 The role of the teacher and support staff**

- 5.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- 5.2 If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time then the matter is referred to the Headteacher.
- 5.3 Each teacher may raise concerns at teachers meetings once a week and pass to the SENCO. Incidents are logged in concerns books. The teacher will log further action taken as appropriate.
- 5.4 When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve support for the victim of the bullying, and sanctions for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in reported bullying, we inform the Headteacher, parent and all staff involved.
- 5.5 Any report of bullying will be checked with class teachers/TAs to establish if there are any previous, relevant incidents.
- 5.6 All members of staff attend training as appropriate, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management. The Behaviour Policy should be referred to for further details.
- 5.7 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc, within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time/ PSHCE is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

## **6 The role of parents**

- 6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be bullying others, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's Complaints Procedure.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## **7 The role of pupils**

- 7.1 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. If a pupil is upset he/she should:-

Use the three step rule  
Tell an adult

Pupils should be encouraged to keep on telling if the situation persists

- 7.2 Pupils are invited to tell us their views about a range of school issues, including bullying, in various forms. We will have special occasions such as assemblies, lessons and questionnaires when pupils are invited to tell us their views about bullying.
- 7.3 Our School Council discusses anti-bullying regularly.

## **8 Monitoring and review**

- 8.1 This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors on request about the effectiveness of the policy.
- 8.2 This anti-bullying policy is the governors' responsibility, and they monitor its effectiveness annually. They do this by asking for a report on the school's anti-bullying records, and by discussion with the Headteacher.
- 8.3 This policy will be reviewed every two years, or earlier if necessary. The review will always include consultation with the School Council.

Anti Bullying Policy - Annex 1

## **DEFINITIONS**

### **Restorative Justice**

The aim of Restorative Justice is to facilitate communication and dialogue which restores and promotes reconciliation.

### **The 'Three-Step' Rule**

This encourages a child to take a three-step approach to someone who may be treating him or her unkindly.

- Step 1: Ask the person to stop
- Step 2: Tell the person you don't like it.
- Step 3: Tell an adult

The adult will deal with it once the three-step rule has been used.