



ANTI-BULLYING POLICY

Ben Rhydding Primary School

Glen Hartford

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1 Introduction

1.1 Bullying affects lots of young people and happens in many schools but it's the way it's dealt with which makes the difference between life being tolerable or a misery for many.

A definition of bullying

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- physical assault
- teasing
- making threats
- name calling
- cyber bullying

Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the workplace.

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.

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

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 head teacher 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.



3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher 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 The Headteacher responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body asks the head teacher to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the head teacher

4.1 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

4.2 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.

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

4.4 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.

4.5 The head teacher reports bullying incidents to the Local Authority using the appropriate online reporting system / Form AR1.

5 The role of the teacher

5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of all incidents that happen in their class and that they are aware of in the school via the school's CPOM system.

5.2 If teachers witness an act of bullying, they 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 head teacher, the teacher informs the child's parents.

5.3 We inform the parents of the perpetrator when bullying behaviour has been established.

5.4 If, as teachers, 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 head teacher. The Headteacher then invites the child's parents (perpetrator and victim) into the school to discuss the situation. An anti-bullying plan may be drawn up at this point see Appendix A. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies.

5.5 Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.6 Teachers attempt to support all children in their classes 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.

6 The role of parents/guardians

6.1 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.

6.2 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.

7 Monitoring and review

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



APPENDIX A

BEN RHYDDING PRIMARY SCHOOL

Individual anti-bullying action plan

Date form completed	
Form completed by	
Dates of meetings with child bullied.	
Incidents leading to this plan (Brief, more details held on CPOMs)	
Punishments (see other pupil's records (CPOMs) Punishments have been carried out in line with the school behaviour policy.	
Action Plan (List actions planned / people involved / dates / reviews)	
Pupil's views / concerns	



Parents' views / concerns

Policy introduced December 2013

Reviewed by Governors December: 2016

Reformatted December 2018

