



STANHOPE BARRINGTON CE PRIMARY SCHOOL

ANTI-BULLYING POLICY 2023-2024

Policy Agreed Academy Council

19th March 2024

Review Date by Academy Council

19th March 2025

VISION STATEMENT:

A place where our children, adults and community can grow and thrive rooted in Kindness, Fellowship and Confidence.

DEFINITION:

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is usually the targeted, planned action taken against a child repeatedly over a period of time.

AIMS AND EXPECTATIONS:

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 which 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.

RESPONSIBILITIES:

The role of Academy Councillors

The Academy Council supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Academy Council 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 Academy Council monitors the incidents of bully that occur and reviews the effectiveness of the school policy regularly through the Headteacher report at full Academy Council meetings. The Academy Council require the Headteacher to keep accurate records of all incidents of bullying and to report to the Academy Council on request about the effectiveness of the school anti-bullying strategies.

The Academy Council responds within 10 days to any request from a parent/carer to investigate incidents of bullying. In all cases, the Academy Council notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Academy Council.

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 ethos and policy and know how to deal with incidents of bullying. The Headteacher reports to the Academy Council 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 assembly as a forum in which to discuss with other children why this behaviour is wrong and why a pupil is being given consequences for unacceptable behaviour.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with 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 adults in school

All adults in our school take bullying seriously, and intervene to prevent incidents from taking place. All staff complete 'blue behaviour slips' to record

any incidents of unacceptable behaviour they are aware of which are passed to a member of the Senior Leadership Team/Headteacher.

If staff 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 Headteacher, parents will be informed and invited to attend a meeting to discuss further.

All incidents of bullying are recorded on our 'blue behaviour slips' which are collated into a central record and regularly reviewed by the Headteacher.

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 bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has been bullied; we explain why the action of the child was wrong and we endeavour to help the child to change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the Senior Lead for Behaviour. We then invite the child's parents/carers into school to discuss the situation. In more extreme cases, for example where these initial conversations have proven ineffective, the Headteacher may contact external support agencies such as social services.

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

The role of parents/carers

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

Parents/carers have a responsibility to ensure their child understands the definition of bullying and that one mean act does not constitute bullying but that this will be dealt with under the behaviour policy.

Parents/carers have a responsibility to work collaboratively with the school if asked to attend meetings regarding bullying.

Monitoring and Review

This policy is monitored on a day to day basis by the Headteacher and Senior Lead for Behaviour, who reports to the Academy Council about the effectiveness of the policy upon request.

This anti-bullying policy is the Academy Councillors responsibility and they review it annually, by discussion with the Headteacher and Senior Leadership Team.