

The Croft Primary School

Anti-Bullying Policy

Introduction

The staff and Governors of The Croft Primary School are committed to providing a caring and safe environment in which our pupils can flourish.

With this aim in mind the following objectives have been drawn up to combat bullying at our school.

We will strive to :

- To eradicate wherever possible instances in which pupils are bullying in any form
- To establish appropriate means of providing support to pupils
- To ensure that all pupils, parents and staff are aware of the policy and fulfil their obligations

Values and Beliefs

At The Croft, we believe:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it
- That bullying can have a detrimental effect on pupils and we will actively work to minimise the risks
- Both those who are bullied and those who bully need to be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups

Definitions of Bullying

Bullying is a subjective experience and can take many forms. For the purpose of this policy we are using the Anti-Bullying Alliance definition:

"The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim"

Forms of Bullying

Bullying can be:

- Physical - hitting, kicking, pushing, taking belongings, any use of violence
- Verbal - name calling, insulting words and gestures, racist remarks
- Emotional/Indirect - spreading nasty rumours, excluding someone from a social group, persuading others to ignore or isolate someone
- Cyber - inappropriate use of the internet including emails, chat rooms, social media sites as well as text messages, inappropriate use of cameras and videos

Action to Combat Bullying

The whole school community has a responsibility to respond to any incidences of bullying and we will strive to combat bullying through a range of activities. This includes:

- A structured behaviour policy which promotes positive behaviour through a system of rewards
- A PSHE policy and scheme of work using ENTRUST materials - focusing up on positive relationships with others
- Deliver lessons/assemblies on bullying and how to access support for it
- Promote agencies which the pupils can access around school
- Allocation of specific roles and responsibilities to staff so that incidents of unacceptable behaviour may be detected early and appropriate action taken

Roles and Responsibilities

The whole school community is committed to combat bullying - some staff have specific responsibilities particularly when managing incidents of bullying behaviour.

Headteacher

The Headteacher will:

- Oversee the arrangements, lead staff in the creation of an anti-bullying ethos at the school
- Investigate incidences of bullying and take appropriate action
- Have overall responsibility for implementing an anti-bullying strategy
- Will report to *Governors* on a termly basis any incidents of bullying behaviour at the school and the effectiveness of the policy and strategy
- Ensure that all children know that bullying is wrong and is unacceptable at our school
- Ensure that all staff receive appropriate training and are equipped to identify and deal with incidents of bullying

Governors

The *Governing* body will:

- Support the Headteacher in all attempts to eliminate bullying from the school
- Monitor the implementation and effectiveness of anti-bullying strategies at The Croft Primary School
- Respond to any complaints made formally to the *Chair of Governors* in accordance with the schools complaint procedures

Teaching and Support Staff

- All teaching/support staff will be responsible for the general maintenance of good discipline and conduct around the school.
- They will promote good pastoral care, encouraging pupils to talk openly about any issues or problems they may be experiencing, establishing a climate of trust and respect for all
- They will record any behaviour issues in their Behaviour Log and notes of the outcomes and actions
- They will endeavour to resolve any bullying and unacceptable behaviour as quickly as possible.
- Any incidences of bullying will be investigated by an appropriate member of staff and the Headteacher/Deputy Headteacher consulted.

- The class teacher of the pupils involved must be kept informed
- Where appropriate parents will be invited to discuss the situation and any action to be taken
- Advice may be sought from a range of outside agencies such as, Behavioural Support, SENSS, the School Nurse or LST.

Pupils

It is important to develop an atmosphere of trust within school where children feel able to report instances of bullying type behaviour. Staff will use a range of strategies including Circle Time, PSHE lessons, Worry Boxes and School Council to give the pupils a voice. We need to ensure that the pupils know what to do and who they can talk to about any aspect of bullying.

Pupils are expected to:

- Report any signs of bullying action on themselves or others
- Act in a respectful and supportive manner to their fellow pupils, following school rules and code of conduct
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils

Parents

Parents can help to ensure the success of the anti-bullying policy of the school by:

- Educating their children on the importance of sociable behaviour
- Be a good role model for their children actively endorsing the anti-bullying philosophy
- Reporting any misgivings they have concerning bullying to an appropriate member of staff - the class teacher in the first instance
- Ensuring that they realise that it is never appropriate to take actions into their own hands, or to use violence against another child

Monitoring and Review

This anti-bullying policy will be monitored on a regular basis by all staff, particularly the Headteacher who will formally report to

Governors about its effectiveness, any incidents of bullying reported and action taken.

September 2017