



# All Saints' Church of England Primary School

## Anti-Bullying Policy

October 2022

# **ALL SAINTS' C E PRIMARY SCHOOL 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. At All Saints' C E Primary School 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 or fear.

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 headteacher 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 governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school 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.

The school and governing body responds promptly to any request from a parent to investigate incidents of bullying. In all cases an investigation takes place. The Headteacher reports back to the parents.

## **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 policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body 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 our 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 was wrong, and why a pupil is being punished. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all 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. Good relationships between parents and pupils encourage children to discuss any problems with an adult.

### **The role of the teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of behavior incidents that happen in their class including bullying. Any significant incidents are recorded on the CPOMS system.

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 Headteacher, the teacher informs the child's parents.

We keep an anti-bullying log on CPOMS where we record all incidents of bullying that occur in school or outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should be asked to make a record of what they have seen and this will be added to the record.

If a parent raises concerns with a class teacher then a record of the discussion should be made and sent to the Headteacher.

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. We hold Circle Time sessions to discuss bullying incidents or small group sessions supported by an adult. If a child is repeatedly involved in incidents affecting other children, we inform the Headteacher. We then invite the child's parents into the school to discuss the situation. Wherever possible, the school will put in place actions to support all the children and families involved and attempt to find the most positive solution. Any agreed actions will be recorded. In more extreme cases, for example where

these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

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

Teachers 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. At home, parents also have a responsibility to monitor their children's use of social chat rooms/ internet communications and ensure that their children only use these where they are of the correct age limit and can communicate in a sociable, non offensive manner.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy, on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by reviewing the school's anti-bullying records and by discussion with the Headteacher. Governors and leaders analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

