



St. John' Angell Town C of E Primary School

POLICY STATEMENT

- ANTI-BULLYING POLICY -

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- "Learning to make the world a better place"

Reviewed	Spring 2016
Next Review	Autumn 2018

ANTI-BULLYING POLICY

This policy states how our establishment deals with bullying. Bullying in the context of this policy is generally defined as:

“The use of aggression by one or more persons, whether by direct physical or verbal means or by any type of indirect means such as ‘cyber-bullying’ or ‘rumour-spreading’ that has the intention of hurting one or more persons”.

Distinction is NOT made between bullying of children by children and bullying of adults (staff members or parents) by other adults (staff members or parents), nor is a distinction made between bullying of anyone of any age by anyone else of any age.

ALL TYPES OF BULLYING ARE NOT TOLERATED

Typical examples of what is considered to be bullying include:

- **Physical bullying, such as punching, slapping, kicking, pushing or any other act of violence**
(Note: a distinction has to be made between unnecessary or unwarranted acts of violence, as opposed to natural physical encounters in games and sports.)
- **Verbal bullying, such as teasing, badgering, name-calling, use of threatening words, verbal taunting etc.**
(Note: there may need to be careful distinction made between one-sided acts of verbal aggression and those excitable moments between two parties both using forms of verbal aggression. The latter is more likely to lead to acts of violence. However, neither is tolerated.)
- **Emotional bullying, such as exclusion, rumour-spreading, mental torment (through actions that avoid physical or verbal aggression), threatening gestures, suggestive actions, inappropriate drawings, graffiti etc.**
(Note: included are more specific forms of emotional bullying between, for example, senior staff and subordinates in working environments).
- **Racial bullying, via any of the above methods**
- **Sexual bullying, via any of the above methods and including, but not limited to, unwanted and/or inappropriate physical contact, suggestive comments, homophobia**
- **‘Electronic’ bullying (or ‘cyber-bullying’) using any form of electronic means, such as phones (calls or texts), emails, social networking, faxes, cameras etc.**

The successful implementation of this policy relies upon close working and good communication among all those involved in the process.

In particular, resolving bullying issues requires tact, control and fairness and is unlikely to be solved by any one person on their own.

RESPONSIBLE PERSON: Headteacher

The main function of the named person is to co-ordinate all issues and reports of bullying with appropriate parties, to ensure that the requirements of this policy are carried out, and that any problems or difficulties in meeting these requirements are reported.

In particular, the above named person is responsible for ensuring that any systems and procedures for dealing with bullying, and the selection of suitable persons and methods of dealing with it, are adhered to. The above named person is obliged to ensure all reported issues of bullying (by children, parents or employees) are taken seriously and followed through appropriately. This includes identifying the extent of problems within the establishment and monitoring and reviewing developments and solutions on a regular basis.

The Policy

- To commit fully to the principle of anti-bullying.
- To be intolerant of all forms of bullying.

- To involve children, parents and employees in the objective of eliminating bullying through raising awareness, canvassing support and taking a zero-tolerance stance.
- To recognise all forms of bullying and all those who are vulnerable to bullying.
- To support and take seriously all reports of bullying, from whatever source.
- To ensure that all parties, from school governors to children, are aware of what bullying is and the School's policy on dealing with it.
- To protect the identity of anyone anonymously raising an issue of bullying.
- To report serious incidents to relevant parents and, where appropriate, to encourage solutions.
- Where deemed necessary, to report to or consult with the police, especially in certain cases of cyber-bullying and physical acts of violence.

The Arrangements

Arrangements and activities are in place to meet the policy requirements. However, it should be noted that these are aimed at identifying and minimising the occurrence of bullying, rather than the methods for solving any issues. Solutions are likely to be specific to each case, taking into account many different factors. Effective arrangements centre on good training, raising and maintaining awareness, clear procedures for all scenarios, good communication between staff, parents and pupils and last, but not least, ready access to advice and expertise in dealing with difficult problems.

A summary of the main arrangements regarding the bullying of children is:

- a reporting and recording procedure for incidents or suspected incidents of bullying
- an emergency procedure for dealing with sudden high-risk situations and threats, and a subsequent high-level monitoring system of pro-active prevention
- displaying posters around the school to discourage bullying and encourage reporting
- providing information sheets on bullying for staff, parents and pupils to raise awareness and canvass support
- an unbiased attitude to resolving general bullying issues through staff training
- a professional approach to dealing with worsening situations and more extreme risks from bullying through inclusion of external expertise where and when required
- a system by which pupils can confidentially and anonymously bring to the attention of teaching staff any problems, concerns, observations etc
- classroom seating arrangements that take into account vulnerable children and potential personality clashes
- wherever practicable, remote supervision of playgrounds and other areas in order to gain further insight into various activities
- visible supervision of playgrounds and other areas at all times
- active encouragement of good parent-teacher communications.

Responsibilities

All staff have the following responsibilities:

- to ensure that any bullying issues they become aware of are noted and reported to the responsible person named at the front of this policy and/or their appointed deputy or support staff

- to ensure they are clear about their role when dealing with bullying and to ensure they do not exacerbate the problem by ignoring the problem or by taking matters into their own hands
- to feed back any relevant observations, information, problems or incidents to the responsible person named on this policy
- to use any appropriate forms and procedures at all times.

Senior staff, particularly the responsible person, have additional responsibilities, including:

- dealing promptly and professionally with any reported incidents
- in the first instance, seeking internal advice and expertise on any difficult issues.

Training

The following training will be undertaken by the organisation:

- All relevant staff will be made fully aware of this policy and the requirements and arrangements within it.
- All staff will be trained in recognising symptoms of bullying and in the organisation's systems and methods of dealing with bullying.
- All staff will be made aware of those who may be considered to be particularly vulnerable to bullying.
- Key staff, as identified by the responsible person named at the head of this policy, will be trained in any specific role they are required to take in support of this policy.