

1. DEFINITION

Bullying is deliberately hurtful behaviour, repeated over a period of time. The main types of bullying are:

- Physical - Hitting, kicking, pushing, biting, theft or any use of violence;
- Communicative (oral, written, pictorial or using gestures) - Teasing, threatening, name calling, spreading rumours, hurtful jokes and sarcasm, racist or sexist taunts, glaring, face pulling,;
- Emotional - Being unfriendly, deliberately leaving a child out of group play / activities or not talking to them, tormenting e.g. hiding books;
- Cyber - Communicative or emotional bullying via electronic media e.g. internet, emails, text messaging, voicemail, chat rooms or camera and video facilities.

2. AIMS

We continually strive to achieve our Vision Statement, "Inspiring Learning for Life," by aiming

- To inspire and empower each individual child to achieve the highest standard of which they are capable in all aspects of their life.
- To create a positive, happy, secure and caring atmosphere in which everyone can learn.
- To make school fun for everybody.

In this school bullying and any other forms of intimidation will not be tolerated.

All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying.

3. OBJECTIVES

1. To ensure that all feel free and safe from bullying and intimidation.
2. To promote good relationships where all are treated well and where learners care for each other.
3. To teach (as part of the PSHE & Citizenship curriculum) that bullying, in all its forms, is wrong and is an unacceptable form of behaviour.
4. To protect and reassure any victims of bullying.
5. To help children work out their own strategies to deal with bullying so that they are better equipped to respond appropriately, both if they themselves are bullied and also if they know that someone else is being bullied.
6. That members of staff will take all reports of bullying seriously, will encourage children to disclose bullying as a priority and act accordingly.
7. That when bullying is disclosed the member of staff will listen in a non-judgemental way to the child's story and talk through the range of strategies which both the child and the teacher

could adopt to reach a cessation of bullying.

8. That whenever possible the member of staff should report disclosure of bullying to all members of teaching staff and alert lunchtime and playtime supervisors as appropriate.
9. That all reports of bullying will be recorded in the Incident Book, which is stored on the shelf in the office. The Head Teacher will be responsible for monitoring entries in the Incident Book. Class teachers may, in addition, keep running records of minor incidents, which could have an impact on relationships between individuals in their own class.
10. In cases of bullying, staff will also administer the sanctions laid down in the Whole School Behaviour policy.
11. Complaints will be dealt with in accordance with the Complaints Policy.

4. STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. All staff, including lunchtime staff, will receive sufficient training to be equipped to identify and deal with all incidents of bullying
4. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
5. Every allegation of bullying will be investigated and followed up.
6. Any victim of bullying will be well-protected immediately and in the future.
7. Any allegations of bullying will be reported to the head teacher.
8. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will help and support children/young people displaying bullying behaviour to change their attitude and understand why it needs to change.
10. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
11. Learners and their parents will be made aware of this policy.
12. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

This policy was approved by the Governing Body in May 2010
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Review date - May 2011

Governor responsible: Jane Powell, Graham Pharo
