

Cherry Orchard Primary School Anti-Bullying Policy

1. Statement of Intent

This school/setting believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- Bullying will best be tackled by encouraging an environment where individuality is celebrated and individuals can develop without fear.

2. Consultation Process

This policy is the result of a process of consultation with the following groups from across our community.

COHORT	HOW MANY INVOLVED	DATES OF CONSULTATION
Children	All via School Council representatives	15.10.10
Staff	All via Staff Survey	14.09.11 / 08.02.12
Governors	To use email Forum and analyse responses	December 2011
Parents	All via email Forum / parent questionnaire	November 2011 – March 2012
Cluster Schools	All through School Councils	10.11.11 (others to follow)

3. Review of policy

In line with all policies, this policy will be reviewed after 2 years – deadline: 01.02.2014

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of Cherry Orchard Primary School. (inc. before/after-school clubs, transport staff etc.).

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors once a term.

4. Definition of Terms

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)

- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

5. Aims and Objectives

The aim of our anti-bullying policy

As a result of our consultation, our stakeholders prioritised the following aims:

- ✓ To assist in creating an ethos in which attending Cherry Orchard Primary School is a positive experience for all members of our community;
- ✓ To make it clear that all forms of bullying are unacceptable at Cherry Orchard Primary School;
- ✓ To enable everyone to feel safe while at Cherry Orchard Primary School, and encourage pupils/children to report incidents of bullying;
- ✓ To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying;
- ✓ To support and protect victims of bullying and ensure they are listened to;
- ✓ To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change;
- ✓ To liaise with parents and other appropriate members of the school community;
- ✓ To ensure all members of our community feel responsible for helping to reduce bullying

Aim

We believe that every child has the right to *feel* safe and to *be* safe at school and this policy aims to promote such an environment: supportive, caring and free from fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in school.

The objectives of our anti-bullying policy

As a result of the aims and via further consultation, Cherry Orchard Primary School has agreed the following objectives:

Our whole community can evidence ownership of the school/setting anti-bullying policy

To maintain and develop effective listening systems for children, young people and staff

To involve all staff in dealing with incidents of bullying effectively and promptly

To equip all staff with the skills and information necessary to deal with incidents of bullying

To involve the wider school/setting community (e.g. midday supervisors, part-time staff/ volunteers) in dealing effectively with, and if necessary referring, bullying incidents.

To communicate with parents and the wider school/setting community effectively on the subject of bullying.

To acknowledge the key role of every staff member in dealing with incidents of bullying.

To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.

To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations

6. Practice and Procedures

A. How to recognise signs of being bullied

Pupils who are being bullied may show changes in behaviour such as

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- Showing evidence of changes in work patterns
- Lacking concentration
- Truanting from school.

B. What we do to prevent bullying

Everyone involved in the life of the school/setting must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:

be supportive of each other

provide positive role models

convey a clear understanding that we disapprove of unacceptable behaviour

be clear that we all follow the ground-rules of Cherry Orchard Primary School

be fully involved in the development of the anti-bullying policy and support anti-bullying practice

support each other in the implementation of this policy

All members of the school/setting community are expected to report incidents of bullying.

All Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

Provide children with a framework of behaviour including rules which support the whole school/setting policy

Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere

Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school/children's council, PSHE etc.

Through the head teacher/senior staff member, keep the governing body well informed regarding issues concerning behaviour management

Provide a key staff member who is responsible for the monitoring of the policy

Governors have a duty to:

Be fully informed on matters concerning anti-bullying

Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, Cherry Orchard Primary School trusts that all children, young people, parents/carers and staff will:

Feel confident that everything is being done to make Cherry Orchard Primary School a safe and secure environment

Know who can be contacted if they have any concerns about bullying

Feel supported in reporting incidents of bullying

Be reassured that action regarding bullying will take place

C. Reacting to a specific incident

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

This is what we shall do when dealing with reported incidents.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The Headteacher/Deputy Headteacher/Phase Leader will begin to complete the Bullying Incident Record as soon as the incident is reported.
- The Headteacher/Deputy Headteacher/Phase Leader will interview all concerned and will record the incident
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils who have *been* bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or member of staff of their choice
- Ensuring that they feel listened to
- Assuring them that all incidents of bullying are taken seriously
- Reassuring them by explaining how he or she will be supported and how the incident will be dealt with
- Offering continuous support
- Restoring self-esteem and confidence
- Make sure parents are seen and the process of intervention is explained to them

Pupils who have *bullied* will be dealt with fairly by:

- Describing the reasons for meeting with them, while protecting the victim and the identity of any witnesses

- Remaining calm and non-judgemental to ensure that the bully feels listened to
- Assuring the bully that all incidents of bullying are taken seriously and that, regardless of reasons, the school disapproves of such behaviour
- Explaining how he or she will be supported and how the incident will be dealt with
- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Deciding on appropriate sanctions

The following disciplinary steps may be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises, such as playground
- Exclusion at certain times of school day, such as lunchtime
- Fixed-term exclusion
- Permanent exclusion

Safeguarding procedures will be followed when child protection concerns arise

We shall explicitly encourage pupils and parents to report alleged bullying incidents in school and ensure that all teaching and ancillary staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

D. Post-incident

- A review meeting will be held after about two weeks
- Interview both bully and victim separately
- If the situation has been resolved we shall put copies of the Bullying Incident Record in both pupils' files
- If there is evidence of further bullying or provocation, meetings will be held with parents/ carers to discuss what will happen next

Parents will always be informed about the process whether bully or victim.

7. Tackling Bullying through the Curriculum

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour and to raise awareness of how to deal with bullying situations.

8. Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.