



**FAIRCHILDES
ACADEMY
COMMUNITY
TRUST**

Monks Orchard Primary School

Anti-Bullying Policy

October 2018

Review date: September 2020

Introduction

Bullying in school can take several forms. It can be direct (either physical, or verbal), or indirect (for example, being ignored, or not spoken to), or cyber bullying using phones or the internet.

There are three key characteristics of bullying:

1. Bullying is ongoing. It is not the same as a one off conflict between two individuals, or a random unprovoked aggressive act.
2. Bullying is deliberate and often premeditated.
3. Bullying is unequal – it involves a power imbalance (this can result from size, number, higher status, or as a result of having access to limited resources).

Aims and Objectives

In any form, bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim to produce a safe and secure environment where all children can learn and play without anxiety and measures are in place to reduce the likelihood of bullying. We also aim for our children to feel safe through knowing that any problems they encounter will be dealt with swiftly, effectively and with sensitivity by school staff.

This policy aims to produce a consistent school response to any bullying incidents that may occur and makes 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. The governing body will not condone any bullying at all in our school and any incidents that do occur will be taken very seriously and dealt with appropriately.

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. If the bullying involves a racial element, this information is included on the racist incident sheet.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of governors to look into the matter. In all cases, the governing body notifies the Headteacher, asks them to conduct an investigation into the case and to report back to a representative of the governing body. If a parent is unsatisfied with the response, they should consult the school's complaints procedure.

The role of the Headteacher and the Senior Leadership Team

It is the responsibility of the Headteacher and Senior Leadership Team 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 identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher and Senior Leadership Team ensure that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Headteacher and Senior Leadership Team draw the attention of children to this fact at suitable moments. For example, if an incident occurs, they may decide to use an assembly as the 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, including lunchtime staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

Teachers initially deal with incidents that happen in their class. They will refer these to the Headteacher where necessary. Teachers and support staff do all they can to support the child who is being bullied. The Teacher will inform the child's parents. Any pupil in distress concerning bullying can be immediately referred to the ELSA TA for support.

After a discussion with a member of the Senior Leadership Team and appropriate punishment, the child who has bullied may be referred to the ELSA TA. Time is spent talking to the child who has bullied, explaining why his/her action was wrong and that child encouraged to change his/her behaviour in the future.

If a child is repeatedly involved in bullying other children the teacher, with support from a member of the Senior Leadership Team, will call the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the school may contact external support agencies.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use circle time, stories, PSHE sessions etc within the formal curriculum to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour.

The role of parents

Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the appropriate member of the Senior Leadership Team (EYFS/KS1 Leader or KS2 Leader). If they remain dissatisfied, they should follow the school's complaints procedure.

Feeding back to parents

The member of the Senior Leadership Team or teacher to whom a parent has complained, will ensure that the parent is made aware of how their complaint was dealt with, taking confidentiality into account.

The role of pupils

Pupils are encouraged to tell anybody they trust that they are being bullied and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, through the School Council, in pupil questionnaires and within their PSHE lessons.

Monitoring and review

This policy is monitored by the Headteacher, who reports to governors, on request, about the its effectiveness.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They look out in particular for racist bullying, or bullying directed at children with disabilities, or special educational needs.