

Cheslyn Hay Primary School

ANTI BULLYING POLICY **(Care, Guidance and Support)**

Introduction

WHAT IS BULLYING?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms including cyber bullying via text messages or the internet and is often motivated by prejudice against particular groups for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children or perceived differences.

Our mission:

To STOP bullying in any form

Our definition of bullying:

S = Several

T = Times

O = On

P = Purpose

We aim to ensure that:

- **All stakeholders understand our definition of 'what bullying looks like' and not to confuse it with 'Friendship Fallouts'.**
- **Everyone is valued and supported in an environment that prevents bullying from being a problem'.**
- **We have an ethos that values and rewards good behaviour**
- **We treat each other with respect and set a good example to each other**

Person Responsible

The Head teacher and Senior Leadership team have overall responsibility for ensuring that issues related to bullying are dealt with correctly and that systems and structures stated within the policy are adhered to by all staff. The school culture and ethos reflects the message that staff share about 'bullying'.

Incidents related to bullying and inappropriate behaviour at Cheslyn Hay are few, but when they do occur - ALL STAFF have a responsibility for recognising and dealing with incidents in their class and around school and they apply this consistently.

Policies and Procedures

In all cases of bullying or suspected bullying, staff act promptly and sympathetically in an attempt to deal with the issue and they gather as much evidence as possible in order to understand the facts of the case. The Head teacher is informed of suspected cases of bullying (if the class teacher is unable to resolve the issue) and staff work together to eradicate bullying or suspected bullying. School systems and procedures aim to reinforce positive behaviours for pupils to model and these are outlined in the behaviour and discipline policy. Identified staff work closely on a one to one basis with any pupils and parents/carers that may require or request additional support and guidance.

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We aim to ensure that:

Pupils who have witnessed bullying or are a target for bullies are in no doubt that the matter is being dealt with and that their safety is of paramount importance. This fact is also communicated to parents/carers.

Procedures for dealing with bullying incidents:

- Any incidents identified as 'bullying' are reported immediately to the class teacher, SLT and/or Head teacher.
- Evidence is recorded in (class incident books) and dated.
- Parents/carers will be informed of any bullying incidents. If appropriate, they will be invited to school to discuss this further.
- In the case of a pupil found to be bullying, staff will resolve the situation and report to parents/carers as usual practice. However, if the bullying persists, parents/carers will be asked in to school for a formal meeting, with the agenda recorded to discuss the situation.
- For a child who persistently bullies, even after parental help and advice has been sought, a programme of behaviour modification will be set in motion. Advice will be sought from Behaviour support and/or the Educational Psychology Service. A behaviour plan may be appropriate.
- Governors are of course able to exclude as a last resort when all strategies, practices and procedures have been investigated.

Parental Involvement

Parents/carers are encouraged to inform school if they suspect that their child is being bullied. They should try to give reliable evidence about the type of bullying. The teacher or other member of staff receiving the information should record the evidence and ensure that this is passed on swiftly to the appropriate member of staff. It is extremely important that parents/carers feel that we as a school are taking their concerns seriously and will deal with any concerns in a prompt and consistent way. Working together with parents/carers to understand what bullying means and eradicate it from our school environment is our main priority.

Parents/carers will be informed that we do not condone violence and we do not tolerate children hitting back.

The Role of Governors

The Governing body play an active role in working with the staff to ensure that our school is a safe environment for all pupils. They are given regular reports and updates about instances of bullying and the day to day behaviour of our pupils.

The Role of Pupils

Our pupils have a strong Pupil Voice where bullying and positive behaviour are concerned and they have been very proactive in producing a leaflet for both pupils and parents/carers to explain what bullying is.

They also play a big part in Anti Bullying week which is celebrated annually and pupils have the opportunity to share experiences, develop ideas to combat bullying and discuss any concerns regarding bullying.

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Staff deliver a range of lessons and activities to explain the meaning of bullying and how to react in difficult and/or challenging situations.

The School Council under the direction of Mrs Britton (Assistant Head teacher) are responsible for reporting to the SLT each term on behaviour development by:

- Meeting with Mrs Britton each half term to discuss and report on pupil behaviour.
- Produce a report at the meeting which will be presented to the staff.
- All classes aim to be the best behaved class each lunch time (recognised by the LSA's).
- Anti Bullying is always on the agenda

Preventing and tackling bullying

The school works in partnership with Staffordshire County Council services including the police, health service and families first to reduce bullying and promote safe communities.

A number of web sites are particularly valuable resources:

'Staffordshire's Action Against Bullying'

<http://education.staffordshire.gov.uk/pupilsupport/antibullying>

No place for bullying: how schools create a positive culture and prevent and tackle bullying contains further details and case studies of effective practice.

www.ofsted.gov.uk/resources/110179

Stonewall:

http://www.stonewall.org.uk/at_school/education_for_all

We also have a book list available for parents/carers to access of reading material covering - Anti Bullying, Difference and Diversity

INCLUSION NOW!
Every Child Matters at Cheslyn Hay

POLICY FOR ANTI BULLYING

Process of Development

First Draft:	November 2009
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Agreed by Governors	5 May 2011 (Standards & Achievement Committee)
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