

Anti-Bullying Policy

(Appendix to Behaviour Management Policy)

Approved by Governors: March 2008

Reviewed: May 2009/March 2010/November

2011/November 12/Dec 14

Aim

The aim of the anti-bullying strategy is to ensure that pupils learn in a supportive, caring and safe environment without 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 at Parkside.

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)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Parkside staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school’s Behaviour Management Policy.

Statutory duty of schools

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.

Implementation

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. Initially a clear, brief written note will be made.
- A clear account of the incident will be recorded and given to the Team Leader or Headteacher
- A senior teacher will interview all concerned and will record the incident to be passed to the Headteacher
- Class teachers will be kept informed and if it persists will advise colleagues as necessary including Teaching Assistants and MSA’s.
- Parents of both parties will be kept informed of progress and outcomes

- Punitive measures will be used as appropriate as set out in Behaviour Management Policy

Pupils

Pupils who have been bullied will be supported by:

- being encouraged to promptly report any perceived bullying to their class teacher or other responsible adult
- being offered an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice reassuring the pupil
- being offered continuous support - including ready access to a named adult via our Pass system; use of class buddy system; memos to bring the children at the centre of allegations to the attention of all staff
- helping restore self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- working in partnership with parents, carers or guardians to help change the attitude and conduct of the pupil
- face to face dispute resolution, where deemed appropriate

The following disciplinary steps can be taken:

- official warnings to cease behaviour
- loss of break times
- exclusion from certain areas of school premises
- short fixed-term exclusion (including lunch-breaks)
- longer fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Staff and other children model appropriate behaviour in particular 'dispute resolution' and peer mentoring / mediating.

Parents

- are encouraged to report suspected bullying promptly to school staff – class teachers, Team Leaders or the Headteacher
- where bullying is suspected or established, parents of victims and perpetrators will be advised of investigations and actions taken

- all parents are expected to sign their acceptance of the Home/School Agreement on enrolling their child at Parkside, which contains a commitment to supporting the school and eradicating bullying through partnership with home and school

Leadership & management

Staff development and training opportunities

As a result of monitoring and evaluation and performance management procedures and the whole-school staff development policy, individual teachers and whole-school needs are identified. Funds from the Standards budget and elsewhere are applied to address identified needs.

Monitoring and evaluation

We monitor regularly the work of the school and evaluate how effective the policies are in contributing to the well-being of the children.

Evaluation of this information informs strategic planning.

Review

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

Links:

Aims & Values

Behaviour Management Policy

Home School Agreement

PSHME Policy and Scheme of Work