



*Achieving, Caring &
Respecting with Confidence*

Thorpedene Primary School

Anti-Bullying Policy

Signed by Chair of Governors

Date: September 2020



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Introduction

Fortunately, incidents of bullying in our school are not frequent as our children are closely supervised in the classroom and at playtimes. 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 take any incidents of bullying extremely seriously and act accordingly. In our school, bullying is defined as:

“a pattern of planned, premeditated behaviour taken by one or more children with the deliberate intention of hurting another child or adult. This can be either physically, verbally, electronically or emotionally.”

Aims & Objectives

- To produce a safe, caring and secure environment where all can learn without anxiety.
- To produce a consistent school response to any bullying incidents that may occur.
- To make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- To ensure all members of the school community are free from bullying and harassment that may include cyber-bullying and prejudice-based bullying related to special educational needs, sexual orientation, gender, race, religion and belief, gender reassignment or disability.

The Role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not condone bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body consults with the Headteacher and reviews the effectiveness of the school policy regularly.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school

policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying, either personal or electronic, is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs it may be decided to use assembly as a forum in which to discuss with the school community why this behaviour was unacceptable. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual respect, support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of all Staff

Staff in our school take all forms of bullying seriously, and intervene in the rare incidents to prevent them from taking place. They keep a record of any incidents and notify parents as soon as possible. Consequences are issued as a result of any form of bullying in school.

If teachers discover acts of bullying, they do all they can to support the child who is being bullied and make it clear to the bully that their behaviour is unacceptable.

The Midday Assistants keep a logbook where they record any incidents that occur at lunchtime. They inform the class teacher as soon as possible. Consequences are issued as a result of any incidences of bullying.

If staff become aware of any bullying taking place between members of a class, they would deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. They spend time talking to the child who has bullied, explaining why the action of the child was wrong, and endeavouring to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the Headteacher is informed. The child's parents would be invited into the school to discuss the situation. There are regular sessions of behaviour support conducted by a trained counsellor or a Learning Mentor and the child may be referred to the Local Authority Early Intervention Team (MASH) who would work with the pupil and if necessary their family.

Staff attempt to support all children and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The PSHCE and Jigsaw curriculum include modules on relationships which aim to encourage children to respect others. This includes understanding and being respectful of all types and forms of relationships including those that may involve

same sex or transgender people. Staff may use strategies such as circle time, class discussion, and stories or role-play to address bullying.

The Role of the Learning Mentor

Learning Mentors support pupils, parents and teachers where and investigation into an alleged bullying incident is required. Each stage of the investigation is recorded and all parties are kept fully informed as to the support which follows for both victim and perpetrator.

The Role of Children

All children are given a voice through the School Council representatives and are encouraged, through the ethos of the school, to report any incidents of bullying either experienced by themselves or observed and, to support classmates where possible without endangering themselves.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Signing the Home School agreement signifies this support.

Monitoring & Review

This policy is monitored by the Headteacher, who reports to governors about the effectiveness of the policy on request; it will be reviewed in accordance with the school development plan

The school analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Signed by designated governor: TBC

This policy should be read in conjunction with the Behaviour Policy, Teaching & Learning Policy, Assessment Policy, Inclusion Policy, Religious Education and PSHCE.

This policy will be reviewed in line with our policy cycle and statutory requirements.