



BENTLEY CE PRIMARY SCHOOL

ANTI-BULLYING POLICY

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Initially written	June 2013
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Governor Committee	Curriculum and Standards

Introduction

Bentley CE Primary School is a caring community where bullying is unacceptable. The school's ethos and values, supported by the Religious Education (RE) and Personal, Social and Health

Education (PSHE) curriculum aim to prevent, as far as possible, any instances of bullying behaviour before they occur by discussing the subject freely and openly with pupils so that they are aware of the harm it can cause.

Whilst it is always possible that some bullying behaviour may occur in a school environment this policy explains how such instances can be reported to the school, how the school will deal with them and how the school will report on the action taken to those involved. Anyone, whether parent or pupil or staff member, should feel able to report any such occurrence.

Definition

At this school we define bullying behaviour carefully, so it is not confused with fallings-out, disagreements or quarrels which are frequently experienced by children growing up.

We define bullying as 'Deliberate and hurtful behaviour focussed toward an individual or individuals, by an individual or individuals, and repeated and persistent over time.'

The term bullying applies equally to those who may stand by and support, encourage or otherwise incite the principle perpetrators.

This behaviour may be categorised in four main ways:

1. Verbal - e.g., persistent, or repeated name calling, spreading rumours, persistent teasing
2. Physical - e.g., persistent, or repeated pushing, kicking, hitting, etc. or any form of violence or threats
3. Emotional - e.g., persistent, or repeated tormenting, threatening ridicule, humiliation, or exclusion from groups or activities

4. Internet bullying – persistent, or repeated sending of emails or links to websites that are malicious e.g., name calling, spreading rumours or unsuitable picture

Process

If a member of staff detects any form of bullying, the Headteacher will be informed and, in consultation with the class teacher(s), the parents of the offender(s) and the child offended will be informed and appropriate action will be taken.

If any parent believes that their child (or any other child to their knowledge) has been bullied, within the terms of the definition above, they should report this to the appropriate class teacher as soon as possible. The class teacher, in conjunction with the Headteacher, will investigate the incident **in confidence** and a decision will be taken on appropriate action to be taken if bullying is found, or is genuinely suspected, within the terms of the definition above. The result of the investigation, and any action taken, will be reported back to the parent(s) involved.

There are layers of support available in school to help children deal with difficult situations and to support them in building their resilience to cope with issues when they arise. Much of this comes through teaching in class and the care and support of class teachers and support staff on a day-to-day basis. Our high expectations of how people should treat one another are openly shared and discussed with the children through PSHE and RE lessons, assemblies, day-to-day interactions and praising the 'right' behaviours. Our expectations are also highlighted through termly STEP (Sorry, Thank You, Excuse Me, Please) awards, the weekly Gold Book Certificate and Gold Cards.

All staff deal immediately with situations if they see or hear unkind behaviour. Where children struggle in relationships, there are different support systems in place which all children can access as well different intervention programmes to help children such as ELSA and MySpace. Friendship (Friends for Life), art therapy (Therapeutic Drawing) and anger management programmes are also available to support children in their emotional and social development. Sometimes a key adult or child mentor may be allocated to a child, with opportunities to talk with a trusted person to help unpick feelings and issues provided.

The behaviour of anyone having been shown to be a “bully” will be carefully monitored. Parents will be kept informed and sanctions will be imposed, if appropriate. If deemed necessary, outside agencies (e.g. Primary Behaviour Services, Social Services, Educational Psychologist, Speech and Language Therapist) will be contacted via the Special Educational Needs and Disability work we conduct in school.

Follow Up

Children involved in bullying incidents will continue to be monitored for an appropriate period to ensure the situation has been resolved successfully and parents will also be consulted to check. Should this not be the case, further appropriate measures will be taken.

Details of any of bullying incidents that occur at or near the end of the school year will be passed on to the next class teacher to ensure continuity of communication.

Please read this policy in conjunction with the E Safety Policy and Behaviour and Discipline Policy.

is it

BULLYING?

When someone says or does something
unintentionally hurtful
and they do it once, that's

RUDE.

When someone says or does something
intentionally hurtful
and they do it once, that's

MEAN.

When someone says or does something
intentionally hurtful and they *keep doing it*-
even when you tell them to stop or show
them that you're upset—that's

BULLYING.