

# Clarice Cliff Primary School

A happy, community school, creating bright futures by  
celebrating success

## Anti-bullying Policy

Please read this policy in conjunction with the positive behaviour management policy.

Bullying is the persistent action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally over a space of time.

### **Aims and objectives**

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, as a school to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim 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.

### **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 allow 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 monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. 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.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## **The role of the Headteacher**

It is the responsibility of the headteacher 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 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 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, the headteacher may decide to use assembly to discuss with other children why this behaviour was wrong, and the consequences of the behaviour.

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 support within our happy, community school and praise for success, so making bullying less likely.

When children feel they are important and belong to a friendly and welcoming school where emphasis is placed on the development of good interpersonal relationships bullying is far less likely to be part of their behaviour.

## **The role of staff**

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school and pass this information onto the headteacher or senior management member. Complaints about bullying are logged in the Comments, Compliments and Complaints log.

If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.

If, as staff, we become aware of any bullying taking place between members of a class, we 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. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite 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 headteacher may contact external support agencies.

Staff have access to training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

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

### **The role of parents**

Parents, who are concerned that the child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. All such concerns, and how they are dealt with will be recorded in the complaints log.

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 and to encourage their child not to retaliate and to report any incidents to a member of staff as soon as possible.

### **The role of pupils**

Pupils are encouraged to keep the school rules at all times and to promote the school's happy, community ethos.

Pupils are encouraged to report any concerns or incidents to a member of staff as soon as possible. Pupils are encouraged not to take matters into their own hands and not to retaliate.

Pupils are supported in their understanding of bullying issues and strategies for dealing with incidents through the PSHCE curriculum. The school has pupils who are trained as Peer Mediators and who are available to support other pupils in minor disputes and to report any concerns to a member of staff as appropriate.

Anti bullying issues are a regular discussion topic at school council.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request. The policy will be updated as appropriate.