

## **Behaviour Policy Appendix 4: Anti- Bullying Policy**



Special procedures have been drawn up to prevent bullying among pupils. All staff, pupils and parents should be aware of the implementation of this policy.

### **Aims**

- To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.
- To ensure that everyone is aware that bullying is unacceptable and will not be tolerated.

### **What is bullying?**

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves. There are four main types of bullying:

- Physical (hitting, kicking, theft)
- Verbal (name-calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber-bullying (malicious texts, e-mails, messaging etc).

In discussing our anti-bullying policy with children, we stress the importance of children telling an adult. Adults in the school are also aware that 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 or lack of concentration.

### **What parents should do if they feel that their child is being bullied**

Parents are encouraged to discuss the school's anti-bullying policy with their child and encourage them to speak to an adult at the school. If the child is unwilling to do this, then the class teacher should always be the first port of call. Worries can be discussed in confidence and concerns will be passed on to the Headteacher/ Deputy headteacher.

### **School Implementation**

The following steps will 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.
- A clear account of the incident will be recorded and given to the Headteacher
- The head teacher will speak to those concerned and will record the conversations.
- If incidents of bullying are suspected by the headteacher, all parents concerned will be informed.
- Parents and school together will decide on appropriate action and behaviour monitored over a period of time.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in Personal, Social and Health Education, assemblies and circle time activities.

### **Monitoring, evaluation and review**

Bullying incidents are recorded and monitored by the Headteacher, and reported to the governing body. The school will review the anti-bullying policy annually and assess its implementation and effectiveness. Any changes will be reviewed and approved by the Governing Body through the curriculum committee.