

ANTI-BULLYING POLICY

The school is committed to providing a caring, friendly and safe environment for all children so they can learn in a secure atmosphere. Bullying of any kind is unacceptable. We are a TELLING school and anyone who knows that bullying is happening is expected to tell the staff.

What is bullying?

Bullying is action taken by one or more children with the deliberate intention of hurting another child; it is likely to happen on more than one occasion and involves an imbalance of power. All three elements (multiple, deliberate, imbalance of power) need to be present for it to constitute bullying.

It can include:

- **Physical** : pushing, kicking, hitting, pinching or any use of violence;
- **Verbal** : name calling, sarcasm, spreading rumours, teasing, calling other children's parents names, comments about a child's ability (thick, geek);
- **Emotional** : exclusion, tormenting, threatening gestures, hiding property;
- **Sexual** : unwanted physical contact, homophobic sexual comments, name calling with reference to sexuality;
- **Racial** : ridicule of individuals because of race, colour, language or religion, racial stereotyping.
- **Cyber** : includes information technology including social networking sites and text messages.

This is not a definitive list but gives an indication of the forms bullying may take.

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

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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.

We aim to ensure that parents, staff and children:

- know that bullying is unacceptable;
- have an understanding of bullying;
- understand the procedures for reporting bullying;
- produce a consistent school response to any bullying incidents that may occur;
- understand how instances of bullying will be dealt with.
- support both the bullied and bullies in order to end victimisation and to change the behaviour of perpetrators.

Procedures for reporting incidents

- Incident report forms are available for any person wishing to report an incident. Alternatively, staff being informed of an incident must complete the form and pass it to the relevant class teacher, informing the Headteacher at that time.
- The class teacher will then respond by investigating the incident, including talking to bystanders, the victim and perpetrator.
- Actions will then be taken to resolve the situation. These actions may include (for example) circle time, counselling, PSHE lessons focussing on friendships, dealing with disputes, understanding bullying and the consequences, Assemblies issuing warnings, withdrawal of privileges, playground zoning, discussions, sanctions with parents, school report cards. The actions will include elements of supporting the victim, resolving the incident and supporting the perpetrator to change their behaviour.

The role of governors

The governing body supports the Executive Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not tolerate bullying

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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. The governors require the Executive Headteacher to keep records of 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 Executive 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 Executive Headteacher

It is the responsibility of the Executive 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 Executive Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Executive Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Executive Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If teachers witness an act of bullying, they follow the school reporting procedure.

Teachers attempt to support all children in their class and school 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

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incidents of bullying. Work is undertaken in PSHE lessons and the Shared Areas which focus on friendships, dealing with disputes, understanding bullying and the consequences for the victims, and how to help those being bullied. Within each class there is a worry box for the children to 'post' any concerns they have, as well as a school one which is located in a central location. Children will have appropriate materials shared with them and assemblies will look at the topic. The Community Police Support team are also invited in to talk on the topic in assemblies and the school takes part in National Anti-Bullying week.

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Signs and Symptoms

A child may indicate by signs or behaviour that s/he is being bullied. All adults should be aware that the following are possible signs and they should be investigated:

- is frightened of walking to/from school;
- is unwilling to go to school;
- begins to do poorly in school work;
- becomes withdrawn, starts stammering;
- regularly has books, property, money hidden or stolen;
- cries easily, has nightmares;
- becomes disruptive or aggressive;
- starts stealing (to pay bully):
- is frightened to say what's wrong;
- runs away or attempts suicide.

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.

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.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the headteacher.

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