

# TOCKWITH C E PRIMARY SCHOOL

## ANTI BULLYING POLICY

Signed ..... Chair of Governors

Date .....

### 1. Rationale

- 1.1 At Tockwith C E Primary, we are a caring community with mutual trust and respect for all.
- 1.2 Relationships and behaviour are integral to our happy, healthy and safe learning community.
- 1.3 Bullying can happen in any school. At Tockwith Primary, it is extremely rare. We have these principles and roles in place to ensure that bullying is quickly stopped.

### 2. Aims

- 2.1 To provide excellent education in an inclusive and visionary Christian environment. (Aims statement)
- 2.2 To be proactive in promoting equality and tackling unlawful discrimination of any kind (racial, religious, gender, disability or sexual orientation.)
- 2.3 Bullying is wrong and damages children's physical, social and / or emotional health. We therefore do all we can to prevent it by sustaining a positive, happy and healthy whole school ethos in which bullying is regarded as unacceptable.

### 3. Definitions

- 3.1 Bullying is deliberately hurtful behaviour repeated over a period of time.
- 3.2 Bullying can be direct (physical or verbal) or indirect (eg being ignored or not spoken to). There can be specific types of bullying, including racist or homophobic bullying. All are treated extremely seriously at Tockwith Primary.

### 4. The role of children

- 4.1 All pupils should know that hurting someone (physically or emotionally) is wrong and that bullying is wrong.
- 4.2 Pupils should tell any adult (school staff or parent / carer) if they are being bullied, or if they think they might be. If bullying persists, they must keep on letting people know.
- 4.3 Pupils are given opportunities to share with us their honest views or any concerns about school during Circle Time or SEAL (Social and Emotional Aspects of Learning) sessions, School Council meetings or informal conversations with adults, peer mentors or buddies during lessons or break times. These views can be specifically about bullying but may also be about how safe they feel at school.

## 5. The role of teachers and other adults in school

- 5.1 All staff take all forms of bullying seriously and aim to ensure bullying is not acceptable at Tockwith Primary School. Teachers and teaching assistants communicate to children the message that hurting someone (physically or emotionally) is wrong and that bullying is wrong and unacceptable.
- 5.2 If staff witness an act of bullying, they should investigate it themselves (and ensure a member of the Senior Leadership Team is informed) or refer it to the Headteacher directly.
- 5.3 Adults fully support the child being bullied. Time is spent with the child to restore the child's confidence, happiness and other aspects of health and restore the child's well-being through checks, smiles and other 'signs' that they are being looked after and are safe. The child's parents / carers will be consulted.
- 5.4 Adults also aim to stop the problem: for the child who has bullied, the '5<sup>th</sup> Warning' consequence is put in place. Some time is spent with the pupil who has bullied to explore reasons for his / her actions and demonstrating why his / her actions are unacceptable.
- 5.5 All teachers and support staff should equip themselves with skills and awareness eg through available CPD, policy reviews.
- 5.6 All staff should follow the principles set out in this policy and in our Aims Statement in order to continue our school climate of mutual support and praise, 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 exist.

## 6. The role of the Headteacher

- 6.1 The SLT follow all principles and roles set out for teachers and other staff. In particular, this includes ensuring that all children in school know that hurting someone (physically or emotionally) is wrong and that bullying is wrong and unacceptable. This is on a regular basis and may also stem from any signs of bullying. Assemblies and anti bullying week are used to communicate this to the whole school.
- 6.2 The Headteacher keeps a record of bullying and is able to report incidents on request.

## 7. The role of parents / carers

- 7.2 Parents / carers have the responsibility of supporting school policies.
- 7.3 Parents / carers concerned about bullying should contact their child's class teacher or the Headteacher straight away. They might be worried that their child is being bullied, but they should also contact school if they suspect their child may be bullying someone else. If they are dissatisfied with the response, they should follow our complaints procedure by putting a formal complaint to the Governing Body.

## 8. The role of the Governing Body

- 8.1 The Governing Body supports the school in all principles and roles set out here. It does not condone any bullying at all in school. Any incidents of bullying will be taken very seriously and dealt with appropriately.
- 8.2 The Governing Body monitors incidents of bullying and reviews the effectiveness of this policy. The Governing Body requires the Headteacher to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of anti-bullying strategies.
- 8.3 The Governing Body will respond to any formal complaint from a parent / carer in line with our complaints procedure.