

## Anti-bullying Policy

### 1 Introduction

1.1 What is bullying? Bullying is a persistent, deliberate attempt to hurt or humiliate someone. Different types of bullying have three things in common:

- bullying is meant to hurt;
- bullying is deliberate
- bullying is repeated over time.

One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying

### 2 Aims and objectives

2.1 Bullying is found in all schools. At Townley we regard bullying as particularly serious and always take firm action against it. The school has a strong ethos of mutual respect, Co-operation, collaboration and of valuing everyone. We encourage children to work against bullying and to report any incidents of bullying to an adult in school or at home or to a friend or peer mentor. Children with a high self-esteem are less likely to be victims of bullying. .

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

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

2.4 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.

### 3 The role of governors

3.1 The governing body supports the headteacher in all attempts to minimise 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.

3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request.

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

#### **4 The role of the headteacher**

- 4.1** 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.
- 4.2** The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. They are also made aware about what to do if they are being bullied. This done through assemblies ('Don't Suffer in Silence') and the PSHE curriculum.
- 4.4** The headteacher sets the school climate of mutual support and praise for success, 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 be part of their behaviour. The children's 'Golden Rules' reinforce this.

#### **5 The role of the teacher**

- 5.1** Teachers 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.
- 5.2** If teachers 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 the Headteacher will inform the parents and arrange a meeting (see 5.4).
- 5.4** If, as teachers, 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 punishment 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 try to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children. 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.
- 5.5** Teachers are routinely updated about county / national initiatives / updates, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 5.6** Teachers attempt to support all children in their class 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 incidents of bullying.

#### **6 The role of parents**

- 6.1** 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 / Headteacher immediately.
- 6.2** 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.

**7 Monitoring and review**

**7.1** 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.

**7.2** This anti-bullying policy is the governors' responsibility and they review its effectiveness on the three year review cycle. They do this by examining the school's behaviour book, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

**Signed:**

**Date:**