



C of E Primary School

Anti-Bullying Policy

Introduction

Surrey Hills C of E Primary School has an anti-bullying policy to meet Department of Children, Schools and Families requirements contained in the 'Safe to learn' Document and also to comply with the Human Rights Act 1998.

We are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a secure environment.

Principles

We believe that:

- bullying behaviour is unacceptable in any form
- all children have a right to an education free from fear, harassment or degradation.
- bullying behaviour is a problem not only for the victim and the bully but also the school and the wider community
- all incidents of bullying should be dealt with promptly and effectively
- best outcomes follow when the school can work with parents to address concerns about bullying behaviour and victimisation

Definition

Bullying is repeated behaviour by one person or a group intended or perceived to cause hurt, pain, suffering, humiliation or degradation to another person or group. All forms of bullying will be dealt with whether it is child / child, adult / child, or adult / adult.

Bullying can include:-

- Physical – pushing, kicking, hitting, pinching, slapping, pulling hair or any other use of violence towards a person or their property
- Verbal – name calling, spreading rumours, teasing or comments about gender, race or disability.
- Emotional – excluding, tormenting, graffiti, gestures, humiliation, putting people down or spreading rumours
- Sexual – inappropriate physical contact or abusive comments
- Cyber – sending unfriendly emails, messages or pictures via the internet or a mobile phone

The school takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist, sexist, disablist or

homophobic elements.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

Scope

This policy applies only to incidents of bullying which take place on school premises or during school activities that may take place offsite eg. Sports competitions and residential visits. The school is not legally responsible for bullying which takes place elsewhere.

However, the school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school thus:

- If it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed. Parents of involved children will be informed
- If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents.
- Whilst travelling to school, if a child is being bullied by pupils from another school then the Head teacher of that school will be informed.

Prevention

Surrey Hills C of E Primary School has a proactive attitude to anti-bullying. All staff have a responsibility for dealing with this problem. Children will have their awareness of the issue raised at a number of levels through assemblies, the PSHE curriculum, circle time, the SEAL¹ programme and be informed of School's expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.

At individual level children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance through a range of strategies including the Home School Linkworker, peer to peer mentoring, EWO² and counselling. ,

Surrey Hills Primary School recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times particularly. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

¹ SEAL Social, Emotional Aspects of Learning

² EWO Educational Welfare Officer

Reporting and responding to bullying

If pupils feel they are being bullied, they should:-

- Stay calm and be confident
- Ask the person to stop
- Get away from the situation as quickly as possible
- Tell a member of staff straight away - children are encouraged to speak to a member of staff who will then follow the correct procedure outlined in this policy

If another pupil witnesses bullying, they should:-

- Try and calm the situation and help stop the bullying
- Report the incident to a member of staff

Involvement of Parents/Carers

Surrey Hills Primary School recognises the important part parents/carers play in supporting their children and promoting change. The school welcomes the active involvement of parents/carers in bringing this problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

If a parent/carer feels their child is being bullied, they should:

- Report the incident to the school. (Please bear in mind that the school may not know your child is being bullied when you report it)
- Talk to your child about the bullying to find out details of times, places and people involved
- Talk to your child about the ways you can make the situation better
- Keep in contact with the school about the progress of the situation

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) the school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents.

School Staff

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded and monitored. Staff will always use a restorative approach when dealing with bullies and any sanctions will be applied appropriately and fairly. Most incidents will be dealt with initially by the class teacher, with the Deputy Head Teacher and Head Teacher being involved when necessary. Some incidents may also require the use of outside agencies. Staff who supervise children at lunchtimes are given the relevant training needed to deal effectively with bullying.

Post incident responses

Surrey Hills will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. Surrey Hills Primary School will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:-

For the Victim –protection, sympathy/empathy/counselling and advice on how to avoid future incidents, mediation (where appropriate) and support.

For the Bully -

Reinforcement that bullying behaviour is unacceptable, proportionate use of fairly and consistently applied sanctions (possibility of exclusion for serious cases); advice and instruction on how to behave better; reinforcement and support for improved behaviour. The school will always take a restorative approach before considering other options.

Recording bullying / evaluation

All incidents of bullying will be recorded by the school and a record of the action taken will also be made. Initial incidents will be recorded by class teachers who may then pass information on to the CPLO³, Deputy Head Teacher or Head Teacher if needed.

The Head will provide an annual report on bullying to Governors.

Reviewing the Policy

This policy will be discussed with all school staff along with an evaluation of how well the policy is working. It will then be amended as necessary.

Parents/carers and children will be informed of amendments to the policy/when the policy has been reviewed.

Reviewed February 2011

³ CPLO Child Protection Liaison Officer