

Slimbridge Primary School

Anti-Bullying & Hate Policy

The school/setting has an effective Anti-Bullying Policy covering **all types** of bullying such as (homophobic, cyber, Lesbian, gay bi-sexual and transgender, racist, Gypsy, Roma and Traveller children etc) that is owned, understood and implemented by all sections of the school/setting and the wider community. Any form of bullying is recorded and dealt with by the school and governing body and can be evidenced. This policy is reviewed annually by the key stake holders, approved by the Governing Body and available to the wider public on the school's web site. Through the use of the Safeguarding PinK Curriculum schools/settings can evidence they have addressed issues in an age appropriate way. Children and young people are aware of homophobic/transphobic bullying and ways to stop it. Understanding of same sex families, derogatory language regarding staff and anyone within the school/setting community who felt they should be the opposite gender.

Introduction

Bullying is a systematic action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. The children are supported to identify bullying through the anagram STOP – several times on purpose.

Aims and Objectives

Bullying is wrong and damages individual children. Bullying can take many forms Physical, verbal, by exclusion, material and cyber. We do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. The policy aims to produce a consistent school response to anti 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.

The Role of the Governors

The Governing Body supports the Head teacher in all attempts to eliminate bullying from our school. The 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. The Head teacher reports all incidents of bullying to the Chair of governors.

The governing body responds within ten days to any written request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks her to conduct an investigation into the case and to report back to the Chair of Governors.

The Role of the Head Teacher

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

The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in the school. The Head teacher draws the attention of children to this fact at suitable times; assemblies, PHSE, group meetings, through STOP posters around the school. If an incident occurs, the Head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour is wrong, and why a pupil is being sanctioned. The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head teacher 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 Role of the Teacher

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.

If teachers or adults working in the school witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, the teacher informs the Head teacher.

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 been bullied: we explain why the action of the bully was wrong. We endeavour to help the bully change their behaviour in the future, where appropriate this can include getting the victim and bully to discuss the incident. If a child is repeatedly involved in bullying other children, we inform the Head teacher and the special needs co-ordinator. The Head teacher then invites 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 Head teacher may contact external support agencies such as Outreach or Pupil Referral Unit.

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.

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 the Head 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

The policy is monitored on a day-to-day basis by the Head teacher, 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 every two years. Governors would analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents, though incidents at Slimbridge School are rare and tend to be isolated.