

ANTI-BULLYING POLICY

MISSION STATEMENT

Uley is a Voluntary Controlled Primary School whose focus is on each individual, acknowledging both their Rights and Responsibilities.

Christian values drive all aspects of school life, curriculum and ethos. Academic rigour is valued at all stages, with the classroom focus on challenge, engagement and achievement.

Learning is celebrated in all its forms and everyone is equally valued and respected in a caring and secure environment.

In partnership with parents and the wider community, the children grow and develop as we prepare them to meet the challenges of education, work and life.

Rights Respecting School

Article 36: Children should be protected from any activities that could harm their development.

RATIONALE

- 1.1 Our policy has been written to acknowledge that bullying is potentially a serious problem and state the method of dealing with bullying incidents that we intend to adopt.
- 1.2 The implementation of this policy is the responsibility of all the staff. Each member of the teaching staff has responsibility for dealing with incidents of bullying within his/her class. When an incidence of bullying has occurred it is the responsibility of the member of staff concerned to inform colleagues.
- 1.3 To ensure that the policy is supported, all interested parties have been informed, i.e. mid-day supervisors, non-teaching staff, governors, parents and children.

THE NATURE OF BULLYING: DEFINING THE TERMS

- 2.1 Bullying is a form of anti-social behaviour that has no place at Uley CEVC Primary School. Bullying can include any sort of physical or mental intimidation of a person by another or a group that causes anxiety or stress to the “victim”. Such behaviour is unacceptable by any member of the school community as no person has the right to make another feel uncomfortable or unhappy.
- 2.2 We believe that one of the defining features of bullying is its persistence, that it involves intimidation and unhappiness over a period of time.

IDENTIFYING AN INCIDENT

A child may indicate by signs of behaviour that she/he is being bullied. If you are aware of any of the following, you may wish to ask if something is threatening or upsetting a child.

Children may exhibit uncharacteristic behaviour which may include:

- being frightened of walking to or from school;
- being unwilling to go to school;
- begging you to drive them to school;
- changing their route to school;
- doing poorly in their school work;
- coming home regularly with clothes or books either lost or damaged;
- becoming withdrawn, start stammering;
- becoming distressed, stopping eating;
- crying themselves to sleep;
- refusing to say what's wrong;
- being reluctant to go out at playtime and/or staying unusually close to a member of staff.

OUR APPROACH TO DEALING WITH BULLYING

- 4.1 It is our belief that to establish successfully the message that bullying is unacceptable we should aim to change the behaviour of the bully.
- 4.2 Identification of bullying at school either by observation or by reporting will involve the following action.
- 4.3 We view bullying in two distinct categories:

Low Level bullying e.g. negative comments, pushing, playground exclusion from peer group.

Action:

- ♦ Teacher discussion with victim. Form an agreed action with the child as to what future steps to take. Incidents, action logged at supervising adult's discretion.
- ♦ Teacher discussion with all parties including both sets of parents.
- ♦ If still unresolved, move to high level procedure.

High Level bullying

- ♦ Reporting to head teacher, who will look at evidence.
- ♦ Interview/observe pupils concerned.
- ♦ Discuss with parents if appropriate.
- ♦ Decide on a positive way forward for all concerned. This may involve, in extreme cases, outside agencies such as the LEA.

4.4 In the event of a parent reporting an incident to the school, then we will follow the low level procedure.

4.5 Monitoring

A week after the action taken, the teacher or head teacher will discuss with the parties concerned how things have been going. This allows the teacher to monitor the bullying and keeps the children involved in the process.

4.6 Parental Involvement

It is the responsibility of the victim's class teacher to ensure that parents are kept fully informed about the procedure being followed.

While parents are encouraged to support the staff and governors in their desire to eliminate bullying if parents feel that, after a reasonable time period, the policy has not solved the particular problem, they should consult the head teacher. The matter will be investigated fully and the findings reported to the parents.

CONCLUSION

The issue of bullying is something that Uley CEVC Primary School takes seriously. It is anti-social behaviour at its worst, but by working with parents, and if required outside agencies, we will eliminate all forms of bullying for our school.

*Discussed and agreed by Staff: Spring 2005
Governors – Spring 2005
Reviewed – Summer 2008
Reviewed – Aut 2011.
Next Review – Aut 2014.*