

Ursula Taylor C of E Lower School

Anti-Bullying Policy

October 2010

At Ursula Taylor C of E Lower School we strive to create a happy and safe Christian environment free from threat and harassment and any type of bullying behaviour. As a school which places values education at the heart of our community we promote values which will enable the children to play and work together in the spirit of respect, co-operation, trust and forgiveness.

Objectives of this Policy

Ursula Taylor Lower School Anti-Bullying Policy outlines what this school will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the school community. It has been drawn up in conjunction with the school behaviour policy.

What is bullying?

Bullying is 'Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally'.

Bullying can include taunting, mocking, making unkind comments such as racist, sexist or related to a disability, health condition or home circumstance, kicking, hitting, taking belongings or excluding people from groups. Bullying may take place between pupils in the school, but it may also take place between adults within our school community. Incidences of bullying are extremely rare at Ursula Taylor Lower School and any incident that might be considered bullying will be taken very seriously.

Aims

At Ursula Taylor Lower School we strive to create a happy and safe Christian environment free from threat and harassment and any type of bullying behaviour.

Ursula Taylor Lower School will be a happy place for us all:

- If we are kind
- If we help each other
- If we smile
- If we look after one another
- If we invite children to play with us
- If we seek help immediately when we see someone in trouble.

Playground code

- Play safe. Be safe. Think of others
- Share equipment and your games with others
- Treat each other with respect
- If you are unhappy, try to sort it out yourself. If you can't tell a member of staff or one of the school playpals
- Treat the playground and equipment with respect.

What can you do to help prevent bullying in our school?

Parents

Parents need to:

- Contact school if aware or suspect bullying is taking place
- Ask themselves - is this really bullying or a one off incident?
- Encourage children NOT to be aggressive with other people
- Support the school if further action needs to be taken

Children:

Children need to:

- Follow class rules (agreed as a class in September)
- Follow the playground code
- Inform an adult if they are upset or hurt

School:

As a school we promise to:

- Investigate fully all allegations of bullying
- Take positive action to prevent bullying through the curriculum, Collective Worship and the whole school ethos
- Make pupils and parents aware of the school's expectations and to foster a productive partnership which helps to maintain a bully-free environment
- Reinforce the Christian belief of valuing people as individuals and their right to a bully free environment
- Active teaching of RE/PSHE and SEAL & Values Education
- All adults will seek out the causes of incidents and not just accept outcomes at face value
- Ensure that clear rules are established and revisited regularly

Liaison with parents and carers

- Ensure parents / carers know whom to contact if they are worried about bullying.
- Reassure parents that concerns will always be fully investigated.
- Liaise with parents regarding the support of guidance for their child as a victim.
- Liaise with parents of perpetrators to ensure that they are fully aware of their child's involvement in bullying and ensure their support in developing positive behaviour management.

Rewards

We will try to never miss an opportunity to offer praise - this is strongly reflected in our behaviour and discipline policy.

Praise - highlight positive behaviour and set achievable goals

Encouragement - acknowledge children and positive actions in the classroom and in Golden Assembly.

What you can do to help prevent bullying in our school

If you are being bullied or threatened:

- Tell the member of staff who is responsible for you at the time. It is important that you do this straight away.
- If you cannot do this, for any reason, tell another member of staff, a friend or your parents as soon as possible.
- Report bullying straight away but be honest and ask yourself if your own behaviour has caused others to get angry.

You can help make and keep our school a happy and safe place if you:

- Always report any bullying - of yourself or others
- Never join in with bullying
- Make sure you and your friends never go into areas of the school where you should not be. Stay in the areas, which are supervised by staff.

If you are found to be a bully

Those at home will be informed as soon as possible and a report will be sent to them

- A copy of this report will go into your school file as a record of the incident and the action taken
- You will be required to make a full and proper apology to the person you have bullied
- Your parents or guardians will be asked to come to school to discuss your behaviour
- If necessary you will be excluded from the school until you can agree to behave in a safer, more pleasant way.

Sanctions

Immediate: Verbal or written apology to victim

- Report to Headteacher
- Both sets of parents notified
- Possible loss of privileges e.g. playtimes.
- If bullying re-occurs: Monitor in the headteacher's school behaviour book - record all incidences
- Involvement of parents
- Behaviour contract with clear targets
- Counselling for victim and bully
- If no improvement: Exclusion at lunchtimes/playtimes
- Ultimate sanction - exclusion for a time period

Victim

- All staff will be made aware
- Support given - buddy/adult companion

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:-

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Teachers, Teachers, Teaching Assistants and all non-teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Children to abide by the policy.

Signed Chair of the Governor Curriculum Committee

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