



Anti-bullying Policy

Bere Regis Primary and Pre-School Anti-bullying Policy

(This policy should be read in conjunction with the Safeguarding and Child Protection Policy)

UNICEF Convention of the Rights of the Child:

Article 19: All children have the right to be protected from harm of any kind and have the responsibility not to harm others.

1 Introduction

- 1.1** Bullying is persistent action taken by one or more persons with deliberate intention of hurting another person verbally, physically or emotionally.
- 1.2** Cyberbullying can be defined as 'the use of modern communication technologies to embarrass, humiliate, threaten or intimidate any individual in an attempt to gain power and control over them'

2 Aims and objectives

- 2.1** Bullying is wrong and damages the individual. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2** We aim, as a school, to produce a safe and secure environment where all can work and learn without anxiety.
- 2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur. It should be read in conjunction with the school's behaviour policy and Safeguarding and Child Protection policy.
- 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. This is done annually through anti-bullying week activities and PHSE lessons focusing on building positive relationships and knowing how to deal with incidents of bullying.
- 2.5** Prevention activities are key to ensuring that all pupils and staff are protected from the potential threat of cyberbullying. All are reminded of the need to protect themselves and the potential threat of cyberbullying.

3 The role of governors

- 3.1** The governing body supports the Headteacher in all attempts to eliminate 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 regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report termly to the governors in her report on the effectiveness of school anti-bullying strategies.

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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 the 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 termly through her discussions with the safeguarding governor.
- 4.2** The Headteacher ensures that all pupils know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of pupils to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly, or anti-bullying week as a forum in which to discuss with other pupils why this behaviour was wrong, and the consequences for those concerned.
- 4.3** The Headteacher ensures that all staff follow the same procedures and then appropriate receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4** The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

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. Teachers will make the DSL or DDSL aware of all potentially serious incidents in the school and will report any incidents of bullying on MyConcern.
- 5.2** If teachers witness continued acts of bullying, (both in and out of school) they do all they can to support the pupil who is being bullied and inform the perpetrators parents.
- 5.3** Any incidents of bullying are recorded on MyConcern. These will include incidents that occur either near the school or on the pupil's way home or to school. If any adult witnesses an act of bullying, they should record the event on MyConcern and inform the DSL or DDSL immediately. If teachers become aware of any bullying taking place between members of a class, they should deal with the issue immediately.
- 5.4** Teachers routinely discuss behaviour management issues among themselves and with pupils through the PHSE curriculum throughout the year as well as share successes, which enable them to become equipped to deal with incidents of bullying.
- 5.5** Teachers work with all pupils in their class to establish a climate of trust and respect for all in line with class charters. By praising, rewarding and celebrating the success of all pupils, 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 their child may be the perpetrator of bullying should contact the DSL or DDSL 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.

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7 The role of pupils

7.1 The pupils have a role to play in recognising and acting appropriately if bullying occurs. Pupils are made aware of how to report bullying through PHSE lessons and annual antibullying week activities.

8 Actions

8.1 May involve counselling and support for the victim of the bullying, immediate sanctions for the pupil who has carried out the bullying and further counselling and support e.g. small group PHSE support/ ELSA to change behaviours for the future.

8.2 We spend time talking to the pupil who has bullied: we explain why the action of the pupil was wrong, and we endeavor to help the pupil change their behaviour for the future. The pupil's parents will always be informed and the situation discussed.

9 Monitoring and review

9.1 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.

9.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness termly. They do this by examining the Headteachers report and by discussion with the Headteacher. Governors will analyse information with regard to gender, age and ethnic background of all pupils involved in bullying incidents.

Signed: R Brown – Headteacher

Date: March 2021

Date of review: March 2022