



School Policy

Anti-Bullying Policy

March 2017, Issue 1

Document Number: AP 12

Document Approval

This document was reviewed and approved by the Governing Body as appropriate and effective.

Signed:

If this is one of the 2 official copies the Approver shall write "Copy 1" or "Copy 2" and initial here:

Date: _____

Name: _____

Position: _____

Document Review

The Governing Body will review this policy to ensure that it is appropriate and effective whenever necessary, and not less than once every four years.

Document Control

There is one controlled paper copies of this document in the Policies File in the Junior Building.

The master electronic copy is held the Policies Folder on the School file server Staff Share. The latest issue will be marked with the highest number

All other copies (electronic and paper) are uncontrolled.

Document History

Filename: Anti-Bullying				
Issue	Description of Change	Author	Checked	Date
1	New policy adapted by JB	JB	Policies committee	March 2017

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The aim of the anti-bullying policy is to ensure:

- i) That pupils learn in a supportive, caring and safe environment without fear of discrimination or being bullied.
- ii) That staff are able to work in a caring and safe environment without fear of discrimination or being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in our school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft) .

verbal (name calling, racist remarks).

Indirect (spreading rumours, excluding someone from social groups).

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting/absenteeism from school.

Pupils and staff are to be encouraged to report bullying in school.

Our Schools' teaching and ancillary staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Implementation

The Anti-Bullying policy will be made known to all members of the school community.

The following steps may be taken when dealing with incidents involving pupils:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the Headteacher
- the Headteacher will interview all concerned and will record the incident on the Bullying Register
- Class teachers will be kept informed and parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or TA of their choice
- reassuring the pupil
- offering continuous support
- considering avoidance/coping strategies
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change

- considering avoidance strategies
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed term exclusion
- major fixed term exclusion
- permanent exclusion.

Incidents involving staff will be dealt with according to the School's established disciplinary procedure.

Reconciliation

In many cases children are unaware of the extent of the hurt caused through their actions.

- pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- where it is felt to be appropriate, both parties may be brought together with a mediator and asked to express their feeling (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling)
- it will be made clear that a line has been drawn under the issue and that a fresh start begins now
- It is not sufficient, simply to avoid bullying, but opportunities for both parties to support each other will be explored with the mediator (Such supportive behaviour may not be appropriate with immediate effect.)
- the mediator will ask both parties to report back on relationships at regular periods

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, Seal programme, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.