



Anti-bullying Policy

Date Written: 4 June 2019
Ratified by Governors: June 2019
Next Review Date: June 2020
Authorised by
Headteacher: R. Liu

Anti-bullying Policy

We strive to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

This policy is based on the following statement which outlines the principles and guidance on school behaviour:

‘At Paces we promote good behaviour by creating a happy and stimulating school environment where everyone feels valued, respected and secure and is prepared for life outside school. Well-being is paramount. We believe that pupils want to behave well and can learn to improve their behaviour. Positive achievement and behaviour is a priority in order to raise self-esteem and ensure that pupils achieve their full potential. Praise and motivators are a fundamental feature of delivering a positive environment. Natural consequences and verbal reprimands are utilised when required and in these instances it is always the behaviour that is criticised – never the child. All staff have a responsibility to manage behaviour and provide positive role models. We are committed to ensuring an effective partnership between school, parents and the community.’

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups e.g. on grounds of race, religion, gender, sexual orientation, disability etc. It might be motivated by actual or perceived differences between children. Stopping violence and ensuring immediate physical safety is obviously a school’s first priority but emotional bullying can be more damaging than physical; schools have to make their own judgements about each specific case. We will not tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively. We have a duty of care to protect pupils from bullying in our care.

We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and Prevent Duty Guidance 2015 and that we promote the welfare of all children in our care.

We work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

The content of this document should be read alongside the school’s Behaviour Policy, Online Safety policy and Safeguarding Children incorporating Child Protection policy.

Aims & Objectives

- To promote a happy and caring environment.

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To ensure that all children are treated with respect and dignity.

Roles and Responsibilities:

Role of the Governing Body

The Governing Body will not condone any bullying and has:

- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher

The Headteacher will:

- implement this policy;
- ensure that all school staff are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong and promote British values through PSHE/SMSC and school assemblies;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying and report to the governing body.
- monitor and evaluate this policy;

Role of school staff

School staff will:

- be aware of the signs of bullying in order to prevent bullying taking place;
- take all forms of bullying seriously;
- report all incidents of bullying;
- raise awareness of the wrongs of bullying and promote British values through PSHE/SMSC;
- ensure that all pupils have access to tools and staff who know them in order to communicate concerns;
- use preventative strategies;
- attend appropriate in-house training

Role of Pupils

Pupils must:

- report, where possible, if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying through the school council
- treat others, their work and their equipment with respect

Role of the School Council

The School Council will be involved in:

- discussing improvements to this policy during the school year;
- reviewing the effectiveness of this policy with the Governing Body

Role of Parents

Parents must:

- be aware of and support this policy;
- report to the school via a relevant member of staff any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions.

Parents should report any concerns with regards to bullying on home-school transport to the school.

Incidents

- All reported incidents are reported to SLT, investigated and dealt with;
- Parents are informed of all events and what actions have been taken;
- Records will be kept of all incidents and their outcomes in the anti-bullying book;

Monitoring the Effectiveness of the Policy

This policy should be read in conjunction with the behaviour policy.

The effectiveness of this policy will be reviewed when the need arises, and the necessary recommendations for improvement will be made to the governors.

Policy written by: Ruth Liu, Headteacher

Date: 4th June 2019

Ratified by Governors: