

## Anti-Bullying Policy

April 2019

### Aims/Objectives:

- To ensure that our children are provided with a safe and secure learning environment
- To ensure that all children are aware of the psychological damage that bullying can inflict on others
- To ensure that staff raise awareness amongst our children that bullying, threats and violence are not acceptable in society and in our school community
- To support children who are being bullied and to help them feel safe again, to rebuild their confidence and self esteem
- This policy aims to produce a consistent school response to any bullying incidents that may occur

**Bullying occurs when, repeatedly, someone is intentionally made to feel physically or mentally injured.**

### Procedures

- Treat all incidents reports seriously and sympathetically
- Act straight away
- Inform staff concerned
- Treat all incidents reports seriously and sympathetically
- Act straight away
- Remain totally objective and helpful
- If the incident is minor and can be handled on the spot, do so discussing the implications with all parties involved
- If a serious incident occurs the school counselor will be told of the incident and will talk to those involved
- Parent should be contacted if necessary
- Disciplinary action, in line with the school's range of sanctions, will be taken where appropriate. Such action may include letters, meetings with parents, internal suspension or withdrawal of the child

### Prevention

- Make it clear to pupils, and parents that bullying is unacceptable. In our actions and words we must show that we care and that we listen to and act upon all complaints
- Establish potential 'danger areas' and patrol them frequently
- Identify potential bullies and victims – monitor them
- Ensure pupils know staffs are available and accessible at any time. Keep the problem foremost in pupils' mind

- Keep a full record of incidents, discussions, resolutions by recording. This should include recording of person bullied as well as the bully

## **DO NOT:**

1. Be overly protective
2. Be unduly biased
3. Keep the whole incident a secret

## **Role of the Teachers**

Teachers will always listen to pupils who need to report an incident of unacceptable behavior.

- Teachers will make every effort to supervise pupils carefully especially the ones who were involved in bullying incidents in the past or are new to school
- Teachers will be consistent when dealing with instances of bullying and deal with any incidences they are aware of
- Teachers will work with those involved in bullying, to try to find strategies for them both to use until the conflict is resolved

## **Date for review**

August 2020