



BULLYING PREVENTION POLICY

Purpose

Bullying occurs when, repeatedly, someone is intentionally made to feel physically or mentally injured. This policy aims to produce a consistent school response to any bullying incidents that may occur. This policy also aims:

- 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

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

Guidelines for staff

- Treat all incidents reports seriously and sympathetically
- Act straight away
- Inform staff concerned
- Remain completely objective and helpful
- Do not be overly protective
- Do not be unduly biased
- Do not keep the whole incident a secret
- If the incident is minor and can be handled on the spot, do so by 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
- **The presumption of innocence and the need of confidentiality will both be respected. All Records will be kept confidential.**

Role of the Teachers

Teachers will always listen to pupils who 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

Effective and revision dates

This policy is effective from October 2020 and will be reviewed in September 2023.