



## School Anti-Bullying Policy

Approved By:	Full Governing Body
Date:	Jan 2022
Review Date:	Jan 2023
Signed:	

### **We aim:**

- To provide a caring, secure environment for all of our pupils
- To promote self esteem and self discipline amongst our pupils
- To prevent bullying
- To confront and resolve instances of bullying issues, should they arise

### **Objectives:**

- To promote a school ethos where bullying is regarded as unacceptable
- To develop an environment which is based on empathy and understanding of others, where all pupils feel safe, happy and secure
- To ensure all members of our learning community understand what bullying is, what it is not and the impact that bullying has on the individuals involved
- To ensure that everyone understands what is meant by bullying. **(On purpose, ongoing, targeted and unfair).**

### **Our School Values**

As identified by members of our community, everyone in our school should be:

**CURIOUS HONEST RESPECTFUL KIND**

### **The Impact of Bullying**

We recognise the significant impact that bullying can have on our learners. As such, we aim to proactively prevent, identify, monitor and resolve any bullying that may arise.

### **Definition of Bullying**

We define bullying as behaviour that upsets a pupil and this behaviour is on purpose, ongoing, targeted and unfair.

### **In partnership with our community, we will ensure that preventative measures are in place**

We recognise the importance of being proactive when reducing bullying and may, therefore, implement strategies including but not limited to:

- Encouraging open and honest communication with trusted
- Promoting Anti-Bullying week on an annual basis which is then frequently revisited as appropriate

- Running a robust and visible emotional literacy program
- Discussing inspirational figures who have been victims of bullying
- Model positive relationships through having two staff members in every class
- Explicit teaching of the concepts of inclusion and diversity throughout the curriculum
- Explicit teaching of resilience and conflict resolution

**In partnership with our community, we will work to identify, monitor and respond to instances of bullying**

Violence, aggression, threatening or intimidating behaviour will be sanctioned and recorded in accordance with the behaviour policy.

When behaviours are identified through behaviour logs, observation and close home/school contact as **on purpose, ongoing, targeted and unfair**, further actions will be taken. These actions may include but will not be limited to;

- Separation where possible.
- Additional intervention or mediation such as circle of friends or group work.
- Increased home/school communication.
- A solution circle approach, involving all parties, will be taken. A restorative plan whereby the children involved can learn to empathise, work and play in the same space will be created and adapted to suit the individual circumstances.

**To work towards the aims of the policy staff will:**

- Encourage open and honest communication with trusted adults
- Ensure that their class participate in Anti-Bullying week
- Run Value Sessions each Monday afternoon
- Model positive relationships
- Consider how inclusion and diversity can be taught throughout topics
- Teach and reflect upon resilience using learning jungle
- Teach conflict resolution through restorative practise

**To work towards the aims of the policy parents will:**

- Support school by being clear with their child(ren) about the difference between experiencing conflict and being bullied (**on purpose, ongoing, targeted and unfair**).
- Let school know of any emotional or behavioural difficulties a child may be experiencing at home
- Inform school of any changes to their home lives which may affect their child at school
- Meet and work in unison with the school in relation to behaviour management procedures
- Support the school's behaviour policy
- Encourage their child(ren) to tell a trusted adult if they are upset, on the same day as any incident
- Encourage children to delete apps or block features should cyber-bullying occur outside of school and seek advice from outside agencies where needed

**This policy is in conjunction with:**

- Policy and Procedures For Dealing With Unacceptable Behaviour by Parents and Visitors on the School Premises

- DESC Complaints Procedure
- DESC Policy on Physical Contact, Control or Force on Pupils
- DESC Suspension of Pupils: Policy and Procedures
- Behaviour Policy
- Inclusion Policy

Updated - January 2022

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