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|  | Anti-Bullying Policy |

A Definition of Bullying:

We define the term Bullying as the deliberate infliction of hurt on others carried out by the same perpetrator(s) repeatedly over a long period of time. It may be quiet and persistent in a non-verbal or verbal manner.

Bullying may take the following forms:

* PHYSICAL: punching, kicking, hitting, pinching, threats, any form of violence.
* VERBAL: name-calling, sarcasm, spreading rumours, persistent teasing.
* EMOTIONAL: making faces; tormenting, threatening ridicule, humiliation, exclusion from groups or activities.
* RACIST: racial taunts, graffiti, gestures.
* SEXUAL: unwanted physical contact, abusive comments.
* VIRTUAL: through media sources(cyber)

We believe that we:

* Create a school ethos where all individuals are encouraged to respect the needs, rights and wishes of others
* Develop skills of cooperation, listening, sharing, negotiation and conflict resolution
* Enhance pupils’ self-esteem, confidence and problem-solving
* Have identified a range of consistent procedures for dealing with incidents
* Offer support to both victims and perpetrators
* Implement strategies for supervision of “higher risk” areas and times of the day
* Implement strategies for dealing with perpetrators.

We achieve this through:

* Participating in Anti Bullying Week activities Annually
* School Assemblies (Including local/national concerns which may occur during the year)
* Small social skills groups
* Lunch time playground activities led by pupils
* The use of designated staff who offer 1:1 support
* The implementation of whole school Rewards and Sanctions
* Encouraging children to tell an adult any worries/concerns at the time so that any appropriate action may be taken
* Being proactive in the monitoring of pupil behaviour

All children are reminded:

* to tell any member of staff if they experience or witness on going abuse, of any kind, to one individual
* to report and discuss attitudes or actions which they find unacceptable or difficult.

All parents are reminded:

* to contact the class teacher in the first instance by telephone or by calling in at the school to request an appointment or by using the class teacher’s email address

All children and parents should feel confident that the issue or concern will be dealt with swiftly, fairly and in a non-confrontational way.

The agreed procedure for dealing with reported concerns/incidents of bullying is as follows:

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| A child reports an incident/concern to a member of staff before the end of the school day | A parent reports a concern to the class teacher | A member of staff raises a concern with the class teacher. |
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| Concerns by any member of staff, a parent or by pupils (including the victim) are reported to the class teacher. The class teacher will investigate and will speak with the child to clearly establish what the concern is/what may have happened and resolve the issue if possible. |
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| If necessary, a request for monitoring will be put in. All duty staff will then monitor the situation and report back any observations, recording any recurring incidents/concerns in class behaviour book. Any specific arrangements for monitoring or supervision within class time will be notified to relevant staff. |
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| The class teacher will review the behaviour book after the agreed monitoring period. If no further action is required this will be noted in the behaviour book along with reasons why. All parties concerned will be notified of outcome. |

If further action is required:

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| The victim(s) and the alleged perpetrator(s) are spoken to on separate occasions by the class teacher. Where appropriate, all children may be spoken to together in order to seek a way forward. |
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| The class teacher keeps a log of reported incidents (reported or witnessed). A pattern of behaviour or incidents may be observed. |
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| Any evidence along with proposed action is then reported to the Phase Leader who will make the Head Teacher aware of the situation and together they will discuss next steps which may include external Support. |
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| The perpetrator may be excluded from areas of the playground and they may also have to participate in a support programme (e.g. social skills/language group/anger management). They may then be reintegrated onto the playground for small periods of time under closer supervision. | The victim is provided with a circle of friends to support and instil confidence. They may also be included in a self-esteem group if necessary. |
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| Parents are kept informed of any further reported incidents and actions being taken. |
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| In extreme circumstances a fixed term exclusion may then be considered necessary. The Department for Education guidance for Exclusion will be followed.  |

We ensure that both victim and perpetrator:

* Explore feelings and express them
* Understand other points of view
* Control their anger in a variety of ways
* Identify targets towards better relationships
* Set time constraints for reviews and new targets

This policy should be read in conjunction with our **‘Expectations of Behaviour’ and the school ‘Rewards and Sanctions’ (Behaviour Policy) E-Safety Policy/Acceptable Use Policy (computing)**