

INKBERROW PRIMARY SCHOOL

Love to Learn, Learn to Care

We aspire for all our children to become confident, secure, caring individuals who achieve personal success and develop a love of learning.

ANTI BULLYING POLICY



We are determined that everyone who learns or works in our school feels safe and secure. To this end we do not accept bullying in any form

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Reviewed By/On	LGB March 2024
Approved By/On	LGB March 2024
Next Review Required	Spring Term 2025

Introduction

Inkberrow Primary School view bullying to be the wilful and conscious desire to hurt, frighten or threaten another person. Bullying can take many forms although most acts fall into three main categories:

- **repeated physical acts** (e.g. hitting, kicking, taking belongings)
- **spoken word or silent gesture** (e.g. name calling, insulting, making offensive remarks or gestures)
- **indirect** (e.g. spreading stories about someone, exclusion from social groups, being the subject of malicious rumours, cyber bullying and bullying on social media)

School Focus

To act immediately and positively to all reports of bullying, aiming to ensure everyone is able to attend school in safety and free from abuse, oppression and humiliation.

School Aims

- To create an environment in which bullying is considered unacceptable
- To create a safe and secure environment in which everyone within the school community is responsible for ensuring that education takes place in an atmosphere which is caring and protective
- To encourage pupils to discuss any bullying incidents with staff, friends and family
- To encourage everyone to be vigilant in detecting bullying behaviour
- To address the problem of bullying through education in the curriculum
- To provide help and guidance for both victims and bullies

School Objectives

- All reported, observed or suspected bullying incidents will be treated seriously and dealt with promptly
- All bullying incidents to be reported to the Headteacher and Class teacher via ancillary or teaching staff, and to involve parents when necessary. Relevant staff to monitor further developments – written records may be necessary and are stored on CPOMS.
- All staff to receive training and guidance about appropriate procedure through INSET and staff meetings.
- Parents of both victims and bullies will be informed of action taken.
- Children will be taught to discuss problems, self-discipline, and assertiveness, and to be personally responsible for their behaviour.
- Positive rewards systems will be used throughout the school, and if necessary appropriate sanctions such as the withdrawal of privileges will be enforced in line with our Behaviour Policy.
- All staff will be advised to listen carefully and to discuss and to reason with pupils. This can take place independently, in PSHE, Assemblies, and by the School Council, or through Protective behaviours.
- Advice from the Educational Psychologist or Pupil Referral Unit may be sought if necessary.
- Temporary exclusion for up to 5 days can be enforced, or permanent exclusion in extreme cases.

The Role of the Teacher and Support Staff

All staff at Inkberrow Primary School take bullying seriously and seek to prevent it from taking place.

Teachers log all incidents of bullying on CPOMS. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Head Teacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time then, after consultation with the Head Teacher, the child's parents will be informed.

All incidents of bullying will be recorded on the school safeguarding software (CPOMS)

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied; explaining why his/her action was wrong and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head Teacher. We then invite the child's parents of all children into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies such as Family Front Door.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc within the formal curriculum to help pupils understand the feelings of bullied children, and to practice the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children and thus help to create a positive atmosphere.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school's Anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying.

The Head Teacher is responsible for submitting an annual report to the Governing Body detailing:

- The number of bullying incidents that have been recorded during the school year
- The action taken regarding these incidents
- The effectiveness of the action taken and
- The effectiveness of the school's Anti-bullying Policy and strategies.

The Head Teacher is responsible for ensuring that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments, for example, if an incident occurs the Head Teacher may decide to use an assembly as the forum in which to discuss with the children why this behaviour was wrong and why a pupil is being punished.

The Head Teacher is responsible for ensuring that all staff, including lunchtime supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Head Teacher is responsible for setting the school climate of mutual support and praise for success, thereby making bullying less likely to occur. When children feel that they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Head Teacher is responsible for ensuring that the school participates in the National Anti-bullying Campaign each year by sending an annual information sheet regarding bullying to all parents.

The Role of the Governors

The Governing Body do not condone any bullying in any form, and they support the Head Teacher in all attempts to eliminate bullying from Inkberrow Primary School.

The Governing Body requires the Head Teacher to take any incidents of bullying that do occur very seriously and to ensure that these are dealt with promptly and appropriately.

The Safeguarding Governor is responsible for regularly monitoring and analysing the bullying incident logs, in order to identify patterns of people, places or groups. The Safeguarding Governor is responsible for reporting their findings and recommendations to the Full Governing Body.

The Governing Body requires the Head Teacher to submit an annual report to the Governors regarding:

- the number of bullying incidents that have been recorded in the school year,
- the action that has been taken regarding these incidents
- the effectiveness of that action and
- the effectiveness of the school's Anti-Bullying Policy and strategies

Any parent or carer who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body will respond to all such requests within 10 Working Days. In all such cases, the Governing Body will notify the Head Teacher of the request and will ask the Head Teacher to investigate the case and to report back to the Chair of Governors or another nominated representative of the Governing Body.

The Role of Parents and Carers

Parents/carers have a responsibility to support the Inkberrow Primary School Anti-Bullying Policy by actively encouraging their child to be a positive member of the school.

Parents/carers who are concerned that their child may be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the AAT Complaints Procedure.

The Role of Pupils

Pupils are encouraged to tell anybody that they trust if they are being bullied and, if the bullying continues they must keep on letting people know.

Pupils are invited to tell staff about their views on a range of school issues, including bullying, in conferencing sessions and during circle times and assemblies.



Allegations of Bullying – School Procedures

