



Anti-Bullying Policy

Rationale

Everyone at Staverton CEVA Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Staverton CEVA Primary School.

Definitions of Bullying

Bullying is:

- Deliberately hurtful or threatening behaviour.
- It is premeditated and usually forms a pattern of behaviour rather than an isolated incident.
- It involves dominance of one pupil by another, or group of others

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule
- Physical: pushing, kicking, hitting, punching or any use of violence or threatened violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on, the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Religious: related to religious beliefs and practices
- Cultural: related to cultural beliefs and practices
- Cyber: All areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology, i.e. camera & video facilities

The school works hard to ensure that all pupils and parents know the difference between bullying and simply "falling out".

Actions to Tackle Bullying

Prevention is better than cure so at Staverton CEVA Primary School we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Staverton CEVA Primary School is a 'telling' school. Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that

Staverton CEVA Primary School

they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher. These will be recorded in the Bullying Incident Book. If bullying includes racist abuse then it should be reported to the Headteacher to be recorded in the Racial Incident Book. If bullying is homophobic it should be recorded as such in the Homophobic Incident Book and reported to the governors at the next full governing body meeting.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

Victims who are worried about openly discussing an incident when the aggressors are present (eg taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher or other adult member of staff. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Peer counselling possibly with pupils who already hold a position of responsibility, such as School Council members or Big Friends can also be beneficial.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The effect of such strategies will be monitored. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her.

Whilst there is little history of bullying at Staverton CEV Primary School, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue.

Children

Class Four draft and write an "Anti-Bullying Charter" at the beginning of each school year. This contains sections on what constitutes bullying and what a child should do if they are being bullied. The children then visit the other classes and explain the charter to all the children in the school before the charter is distributed.

Signed _____