



## Anti-bullying Policy Cockfield CEVC Primary School

### **1 Introduction**

Bullying is continual, repetitive, wilful, persistent action taken by one or more persons with the deliberate intention of hurting another person or persons, either physically or emotionally. It involves an imbalance of power. The following aims and objectives refer to all individuals involved in school life, whether child or adult.

### **2 Aims and objectives**

- 2.1 Bullying is wrong and damages the individual. We therefore do all we can to prevent it, by developing a Christian school ethos in which bullying and harassment are regarded as unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can work, learn and play without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of any bullying in our school.

### **3 The role of governors**

- 3.1 The governing body supports the Head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying or cyberbullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the incidents of bullying and cyberbullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3 The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head teacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

### **4 The role of the Head teacher**

- 4.1 It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the

school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

- 4.2 The Head teacher ensures that everyone knows that bullying is wrong, and that it is unacceptable behaviour in this school. The Head teacher supports the work of the teachers by using assemblies as a forum in which to discuss appropriate behaviour.
- 4.3 The Head teacher ensures that all staff have access to sufficient training to be equipped to deal with all incidents of bullying or cyberbullying.
- 4.4 The Head teacher sets the school climate of mutual support and praise for success. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **5 The role of the teacher**

- 5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Should an incident occur in or out of the classroom, teachers will inform the Head teacher as soon as possible. Incidents of cyber bullying must be logged in the Online Safety Incident Log and the E Safety lead Mrs Sturgeon must be informed.
- 5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied and the parents will be informed. The school will work with them to remedy the situation.
- 5.3 We keep an incident book in the staff room where we record all incidents.
- 5.4 All incidents of any kind will be dealt with sensitivity.
- 5.5 Discussions regularly take place during staff meetings and professional development days about managing behaviour and strategies for dealing with incidents are shared, so that all staff feel confident in our collective approach to behaviour management
- 5.6 Teachers support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **6 The role of parents**

- 6.1** Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- 6.2** Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **7 Monitoring and review**

- 7.1** This policy is monitored on a day-to-day basis by the Head teacher, who reports to governors about the effectiveness of the policy on request.
- 7.2** This anti-bullying policy is the governors' responsibility and they will review its effectiveness termly from the Spring Term 2018. The Head teacher will report any incidents in her termly report to the Governors.

Signed \_\_\_\_\_ Headteacher

Signed \_\_\_\_\_ Chair of Governors

Date \_\_\_\_\_

Review Date March 2018