



Ampney Crucis C of E Primary School

Anti-Bullying Policy

Ampney Crucis C of E Primary School recognises its foundation within the Church of England and aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.

Rationale

At Ampney Crucis C of E Primary School we believe that every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. We intend that the policy is clearly understood and shared by all, children, staff and parents.

The anti bullying policy takes its place within the aims of the school. It has close links to the Child Protection, Behaviour, Anti-racism and PSHCE policies and is set within the framework of the Every Child Matters Agenda.

Ampney Crucis C of E Primary School's definition of bullying:

- Bullying is ongoing, deliberate behaviour that upsets the victim.
- It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be carried out by one person or by a group.
- Discrimination – racism, sexual harassment

Ampney Crucis C of E Primary School Procedure:

The following is a list of actions available to staff depending on the perceived seriousness of the situation.

If bullying is suspected we will:

- Talk to the suspected victim and any witnesses individually
- Identify the bully and talk about what has happened in order to discover why he/she became involved. Make it clear that bullying is not tolerated.
- A discussion with the bully's parent(s)/carer.

Applying sanctions

- If the bully owns up then sanctions will be used e.g. withdrawal of privileges such as playtime, after school activities, jobs.
- internal exclusion
- exclusion from school at lunchtime
- temporary suspension

- expulsion

Incidents of bullying are recorded in the School Incident Log and kept in the Head Teacher's office. An informal log of incidents will be kept by the head teacher if there are concerns.

Promoting an Anti-Bullying Culture

The school will maintain a pro-active approach. Children are encouraged to care about each other, to share and to co-operate.

- Children are made aware of the strategies to deal with low level issues and what to do in different situations including cyber bullying.
- Children participate in role play work in class as part of PSHCE.
- Making use of curriculum opportunities to raise pupil awareness through cross curricular links.
- A whole school reward system.
- Good quality role models.
- Adult modelling of appropriate response to a wide range of scenarios.
- Children and parents have a good knowledge of the procedure/policy.
- Children have a clear understanding of their rights & responsibilities.
- E-safety regularly discussed with pupils.
- Adults to deal with a situation, even if minor, as talking to the children may prevent the situation escalating.

The role of governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying if they occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti bullying policy.

The role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, 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 reports to the governing body about the effectiveness of the anti-bullying policy on request.

The role of all staff

All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.

Parents

If they feel their child may be a victim of bullying behaviour, they must inform school immediately. Their complaint will be taken seriously and appropriate action will follow.

Summary

By embracing the 'whole school' concept we ensure everyone, parents, pupils, teachers, support staff, governors and outside agencies are brought together to develop a culture which openly disapproves of bullying in all ranks. All reports of bullying will be taken seriously and investigated fully. Appropriate measures will be taken to reassure and support the victim and modify the behaviour of the bully.

Date of Policy: March 2017

To be reviewed: March 2018