

# Yorke Mead Primary School

## Anti-Bullying Policy

October 2016



### Our School Vision Statement

*BRINGING LEARNING to LIFE*

*We are a school dedicated to creating an environment where children are able to grow into happy, well-rounded individuals with a love of learning through which they can achieve to the best of their abilities.*

*We want our pupils to enter the wider world as*

- o Happy, positive individuals*
- o Responsible citizens who make a positive contribution*
- o Confident, resilient, healthy & life-long learners.*

### **DARE TO...**

**D - Determination**

**A - Ambition**

**R - Resilience**

**E – Enjoyment**

**T - Trust**

**O - Openness**

## **WHAT IS BULLYING?**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally.

## **BACKGROUND**

Anti-bullying is part of the of the school's overall approach to creating a positive environment for learning as set out in full in our Behaviour for Learning Policy.

The Equality Act 2010 requires schools to prevent discrimination on grounds of age, disability, gender, race, religion or belief.

Guidance is given by the Department of Education (DfE) in 'Preventing and tackling bullying: Advice for Head teachers, staff and governing bodies' (October 2014) and 'School support for children and young people who are bullied' (March 2014). It also takes into account the research done by OFSTED in 'No place for bullying: how schools create a positive culture and prevent and tackle bullying' (June 2012). DfE guidance defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and, given the widespread access to technology, now includes inappropriate use of electronic devices, so the policy also takes account of guidance such as 'Cyberbullying, Advice for Head teachers and school staff' (DfE 2014). These documents can be accessed on the DfE and OFSTED websites. Additional guidance can be consulted on the websites of Herts for Learning and of relevant charities such as the Anti-Bullying Alliance and Childnet International.

## **OUR KEY PRINCIPLES**

Everyone – parents, staff and children – is responsible for stopping bullying.

We should all treat each other with respect and kindness.

We do not tolerate bullying of any kind.

Any incident of bullying is recorded and investigated.

Action is taken to support children and ensure bullying does not reoccur.

## **OUR RESPONSIBILITIES**

### **Pupils**

Behave in a respectful and kind manner to others at all times; encourage your classmates to do the same.

Make sure you understand what bullying is: if you have any questions, ask a member of staff.

Report any bullying, whether directed at you or someone else, to a member of staff.

Help staff in their efforts to prevent bullying, and to investigate and resolve any incidents that occur.

### **Parents and carers**

Explain to children how good behaviour makes life better for everybody and bullying is wrong.

Show support for our school's efforts to eradicate bullying.

Report any evidence of bullying to a teacher at the school.

Assist senior leaders in investigating and resolving any bullying incidents.

### **Staff**

Ensure that pupils understand what bullying is and what they should do if they encounter it.

Make sure the needs of vulnerable pupils and groups are taken into account.

Take all reports of bullying seriously and record any confirmed incidents.

Investigate bullying incidents; take action to ensure they do not reoccur, providing appropriate feedback to pupils involved and their parents.

Provide support to those who suffer bullying and help develop their resilience.

Provide support to help anyone involved in bullying to understand why their behaviour is wrong and to encourage positive change in their behaviour.

### Headteacher and senior leadership

Ensure staff are trained and motivated to promote good behaviour and pupils' understanding of why bullying is wrong.

Establish procedures for dealing with bullying incidents and provide leadership in resolving them, drawing in external services if needed.

Keep records dealing with bullying incidents and provide an annual report to governors.

Promote tolerance and acceptance of diversity within the school community to reduce bullying.

Provide awareness of the importance of this policy and anti-bullying throughout the school community.

### Governors

Review this policy annually based on experience of its operation

Confirm the school's implementation of the policy is consistent with the anti-discrimination provisions of the Equality Act 2010 and good practice set out in national and local guidance

Ensure the school has appropriate procedures in place to deal with complaints

The Governor responsible for anti-bullying is Derek Marshall

### **CYBER-BULLYING**

The widespread availability of electronic technology opens up the risk of bullying through the use of social media and electronic means of communication. Such cyber-bullying may be aimed at pupils, parents/carers and/or staff. The school is committed to eradicating such behaviour and seeks the support of everyone in the school community to encourage the responsible use of electronic devices.