

Aldborough Primary School

Policy for Dealing with Bullying

Policy Consultation and Review

This policy is referred to in our school prospectus and is available on request from the school office and on the VLE. We also inform parents and carers about this policy when their children join our school and through our school newsletter.

This policy will be reviewed in line with the policy review schedule and approved by the Governing Body.

Reviewed and Approved	Changes
Summer 2014	Layout changes and some wording
Spring 2016	Clarification that both victim and bully will be supported. Effect of Banter from Yr6 on younger children could be part of classroom work.

Signature

Headteacher

Date March 2016

Tina Casburn

Signature

Chair of Governors

Date March 2016

David Doak

Policy for Dealing with Bullying

Context

Aldborough Primary School is committed to ensuring that everyone learning and working in this school is able to do so in a supportive, caring and safe environment without the fear of being bullied.

If bullying does occur, all pupils and adults will know who to tell and they will know that incidents will be dealt with promptly.

We firmly believe that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Definitions

What Is Bullying?

Bullying is deliberately hurtful behaviour of any kind, repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils and adults who are bullying need to learn different ways of behaving.

Aims

To create an ethos in which attending school is a positive experience for all members of the school community.

To enable everyone to feel safe while at school by encouraging talking out if any child or adult feels they are being bullied.

To ensure all members of the school community feel responsible for combating bullying.

To be alert to the signs of bullying by recognising changes in behaviour.

To act promptly and firmly against it.

To liaise with parents and other appropriate members of the school community.

To be as effective as possible in finding a solution, liaising with solution focussed local providers as necessary for both victim and bully.

To help and support victims and bullies to change their attitudes as well as their behaviour and understand why it needs to change.

Implementation

- Prevention is clearly the strategy we wish to use. This will be at classroom level - during PHSE and Drama, exploring perceptions of bullying and developing anti-bullying messages and at whole school level- developing a culture of respect.
We will also join in Anti Bullying initiatives.

Response

- Everyone in school has a duty to respond immediately. This will **always** involve passing the information on to a class teacher, or teaching assistant or head teacher or in the case of a child to an adult of their choice. Volunteers in school should share their concerns with the class teacher. Parents who believe their child is the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school. The response may also involve gathering more evidence.
- The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs.
- Aldborough takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way and to empower victims with strategies and skills.
- Aldborough has access to Parent Support Advisers and a range of locally provided solution focussed support groups. National support is also available. eg Childline

Bullying of Pupils

Pupils

- can expect to be listened to and discuss the experience with another adult of their choice in the school. A verbal notification to Head teacher will follow.
- should try to give a clear account which an adult can record and share with HT
- can expect reassurance that the problem will get addressed
- may be offered support to restore self esteem and confidence.
- should expect their parents to be kept informed.

Bullying of Employees

Employees

- can expect to be listened to and discuss the experience with a colleague of their choice, in the school. A verbal notification to Head teacher will follow unless the HT is the bully in which case LA support will be considered. If the HT is the victim, support from LA should be considered.

- should try to give a clear account which a colleague who can keep a record so that they can share with HT/LA
- can expect reassurance that the problem will be addressed
- may be offered support to restore self esteem and confidence.

Reviewed by staff and Curriculum Committee March 23rd 2016.