

Appendix 1

Bullying: Our School's Values and Beliefs

Our school aims include the following.

We model and promote tolerance, encouragement and support. Our practices ensure equality for all and we encourage a positive self-image, respect for others and a caring attitude towards the environment and all living things.

Our school motto is: **Teach children how they should live and they will remember it all their lives.**

This in conjunction with our approach to Behaviour management is our preferred method in combating bullying behaviour.

Firstly that bullying is a *behaviour* which can be changed and secondly that in a caring environment with clear procedures and a consistent approach we can teach children more appropriate ways of behaving. But also by recognising that bullying behaviour is unacceptable and that all children involved in such actions need support from all involved, whether they are the child who is bullying or the child who is bullied.

As a small school all staff have a very good knowledge and understanding of every child who learns here, this and a positive and pro-active way of dealing with a whole spectrum of behaviours ensures that we have very few occurrences of bullying.

In consultation with our children they already have a clear idea of what 'bullying' is and how they should deal with it. This is a very positive indicator that our approach to anti-bullying is already successful.

Statement of intent

The whole school community including staff, governors and parents want to ensure that every child is protected from harm and working in a learning environment free from any threat or fear. We aim to do this in at least three ways.

1. By working in partnership with parents. The whole school community needs to have a shared understanding of exactly what bullying is. Parents should know the schools anti-bullying stance and be consulted with about the processes involved. In changing behaviour that can be seen to be bullying school needs the support of parents. Only a consistent approach in and out of school can teach a child how not to bully.
2. By having a very clear definition of bullying which is shared and understood by all. This ensures that all incidences of bullying behaviour are recognised and recorded and dealt with appropriately.
3. A school ethos which respects the equality of every member of our community. Bullying could take many forms, including racial bullying,

remarks about appearance, connected to SEN issues or disabilities amongst many others.

It is the responsibility of all school staff to be alert to the signs of bullying and to act quickly to it in accordance with school policy.

Definition of Bullying

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are;

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying. This can be defined as the use of information and communications technology particularly mobile phones and the internet, deliberately to upset someone else. Cyber bullying that occurs while pupils are under the schools direct supervision will be dealt with in line with this Behaviour Policy).

Creating an anti-bullying climate in school

Each one of us has a role to play in creating an environment that ensures children are safe to learn in a non bullying environment. Our school's behaviour policy explains how we promote positive behaviour in school to create an environment where children behave well, where children take responsibility for each other's well being and include and support each other.

We have an established approach to the teaching of specific PSHE skills which are taught directly (through SEAL) and indirectly through a range of approaches. We also have a range of intervention programmes that we use for those children who display a delay in certain social skills.

We will periodically consult with children and parents about their perceptions of bullying and our approach to it.

Our policy is to have a number of strategies that can be drawn upon and adopted to fit the circumstances of particular incidents.

Responding to incidents if they occur

Incidents may be reported by a child or their parent to any member of staff. All reports will be taken seriously and investigated.

The following steps may be taken when dealing with incidents.

- If bullying behaviour is suspected or reported, the incident will be dealt with immediately by the member of staff approached.
- In line with the reporting of other serious issues the relevant details will be recorded, (date, time, context etc) and given to the head teacher who will log it.
- Parents will be kept informed in line with the behaviour policy

- Sanctions will be applied in line with the Traffic Light system
- Children who have been subject to bullying behaviour will be supported by
 - Being offered an immediate opportunity to talk through the incident with a teacher or member of staff.
 - By being reassured the incident was not their fault
 - By being encouraged to report any further incidences
- In addition to the above strategies our children came up with the following ideas on how to deal with bullies.
 - Try talking to the bullies and tell them that they are being horrible
 - If that doesn't work you can walk away
 - You could go and help someone – hold their hand and take them away
 - You could tell an adult or teacher
 - Sometimes if you ignore them they get bored and go somewhere else
 - Help other children to stand up to them
 - Sometimes you need to get a friend to help you tell about bullying
- In cases where cyber bullying occurs while pupils are outside our direct supervision (i.e. at home), parents will be encouraged to report these incidents to the police as criminal laws (such as those pertaining to harassment, threatening and menacing communications) may apply. Parents are also encouraged to report such bullying to the school. If the alleged perpetrator is a member of this school community, the school will take action in line with the Behaviour Policy. The school wherever possible will support parents in this, and may impose a sanction upon the bully where this individual is recognisable.
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- Children who have displayed bullying behaviour will be helped by:
 - Discussing what happened
 - Discovering why the child became involved
 - By establishing the wrong doing and need to change
 - By informing parents/carers to help change the attitude of the child.
- If further measures are needed we will use a full range of sanctions. These will follow the Traffic Light System:
 - Time out
 - Miss playtimes
 - Internal exclusions
 - For very serious cases the head teacher will consider fixed term exclusions from school in line with LA policy.

Monitoring, evaluation and review

We will monitor our anti-bullying procedures in the following ways:-

- Recording the number of incidences reported to staff over a school year
- Children's perception of bullying through periodic consultation.

- Work with the school council

It will be shared with the parents, governors and wider community in an appropriate manner. The policy applies to all staff and to all children.

The head teacher is responsible for introducing and implementing this policy. However all staff, children and their parents have an active part to play in the development of this policy and its success.