



**South Hiendley Junior, Infant
&
Early Years School**

ANTI-BULLYING POLICY

Date: October 2016
Next Review: October 2018

Anti-Bullying

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We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We strive to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

We will not tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

Aims & Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.

Procedure

Role of the Governing Body	<ul style="list-style-type: none">• The GB will not condone any bullying and has:<ul style="list-style-type: none">▪ appointed a member of staff to be the responsible for promoting positive pupil behaviour; the coordinator is Mrs L Whelan▪ delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying▪ Nominated governors (members of the Standards and Pupils Committee) to liaise with the school and to report back to the GB▪ responsibility for the effective implementation, monitoring and evaluation of this policy
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Role of the Headteacher	<ul style="list-style-type: none"> • The Headteacher will: <ul style="list-style-type: none"> ▪ implement this policy ▪ ensure that all school staff are aware of the policy ▪ work to create a safe, secure, caring and friendly school environment for all the children ▪ ensure that all pupils understand that bullying is wrong through PSHE, SEAL, Anti-Bullying Weeks and school assemblies ▪ ensure that all parents are aware of this policy and that we do not tolerate bullying ▪ respond and deal with all incidents of bullying ▪ keep records of all incidents of bullying ▪ monitor and evaluate this policy
Role of the Coordinator	<ul style="list-style-type: none"> • The coordinator will: <ul style="list-style-type: none"> ▪ provide guidance and support to all school personnel to understand the signs or behaviour of someone being bullied ▪ keep up to date with new developments and resources ▪ organise relevant CPD ▪ help counsel children who have been bullied and those who use bullying behaviour ▪ review and monitor ▪ annually report to the GB on the success of this policy
Role of School Staff	<ul style="list-style-type: none"> • School Staff will: <ul style="list-style-type: none"> ▪ be aware of the signs of bullying in order to prevent bullying taking place ▪ take all forms of bullying seriously ▪ report all incidents of bullying ▪ raise awareness of the wrongs of bullying through PSHE, SEAL and consistency in approach ▪ use preventative strategies such as circle time and buddy systems
Role of Pupils	<ul style="list-style-type: none"> • Pupils must: <ul style="list-style-type: none"> ▪ report if they are being bullied ▪ report if they see someone being bullied ▪ discuss ways of preventing bullying eg through assemblies, House Meetings and the School Council

Role of Parents	<ul style="list-style-type: none"> • Parents must: <ul style="list-style-type: none"> ▪ be aware of and support this policy ▪ report to the school any concerns they have of their child being bullied ▪ be assured that the school will deal with all incidents of bullying ▪ be assured that they will be informed of incidents and will be involved in discussions
Training for School Personnel	<ul style="list-style-type: none"> • School personnel will undertake training in: <ul style="list-style-type: none"> ▪ anti-bullying strategies ▪ counselling the bullied and the bullies ▪ working with parents ▪ Restorative Practice
Incidents	<ul style="list-style-type: none"> • All reported incidents are investigated and dealt with. • Parents are informed of all events and what actions have been taken. • Records will be kept of all incidents and their outcomes.
Counselling	<ul style="list-style-type: none"> • Counselling and support mechanisms are in place to help those who have been bullied. • All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.
Monitoring the Effectiveness of the Policy	<ul style="list-style-type: none"> • The effectiveness of this policy will be reviewed in two years time, or earlier if the need arises, and the necessary recommendations for improvement will be made to the governors.

Headteacher: Signed:	L Corson	Date:	October 2016
Chair of Governing Body: Signed:	M Turton	Date:	October 2018