

## Dormers Wells Junior School

### Anti -Bullying Policy

There is no legal definition of bullying, but it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

#### **Aims and Objectives**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school to produce a safe and secure environment where we all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibility with regard to eradication of bullying in our school.

#### **The role of the Governors**

The Governing Board supports the Head Teacher in all attempts to eliminate bullying from the school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing board notifies the Head teacher and asks her to conduct an investigation into the case and to report back to the representative of the governing body.

#### **The role of the Head teacher**

It is the responsibility of the Head teacher to implement the school anti bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with the incidents of bullying. The Head teacher reports to the governing board about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Head teacher draws the attention of children to this fact at suitable moments. For example an assembly forum may be used to discuss with children why this behaviour is unacceptable.

The Head teacher ensures that all staff receive sufficient training to be equipped to deal with incidents of bullying. The training is led by the senior leaders at Dormers Wells Junior School as well as externally led courses for individual staff as deemed appropriate.

[Article 2: non-discrimination](#) [Article 3: the best interests of the child](#) [Article 12: respect for the views of the child](#) [Article 28: right to education](#) [Article 31: right to leisure, play and culture](#)

## **Diversity-Opportunity-Respect -Moral Values-Empathy-Resilience-Success**

The Head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school. Bullying is far less likely to be part of their behaviour.

### **The role of the teacher**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep records of all incidents that happen in their class and that they are aware of around school using SIMS.

If a teacher witnesses an act of bullying they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then after consultation with the Head teacher, the teacher informs the child's parents.

Incidents where there is bullying are recorded on SIMS

If, as teachers, we become aware of any bullying take place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of bullying, and punishment for the child who has carried out the bullying. We spend time talking to the children: we explain why the action of a child was wrong and we endeavour to help the child change their behaviour for the future. If a child is repeatedly involved in bullying other children, we inform the Head teacher, Deputy Head teacher and the Assistant Head teacher for Inclusion. We then invite the child's parents into the school to discuss the situation. In most extreme cases, for example where these initial discussions have proven ineffective, the Assistant Head teacher for Inclusion may contact external agencies.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management. Behaviour management training enables teachers to explore positive behaviour leadership as well as dealing with poor behaviour using strategies in enabling a positive climate and ethos.

Teachers support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating success for all children, we aim to prevent incidents of bullying.

### **The role of parents**

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the Head teacher, who reports to the governors about the effectiveness of the policy on request.

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This policy is linked to our behaviour and exclusions policies

[Article 2: non-discrimination](#) [Article 3: the best interests of the child](#) [Article 12: respect for the views of the child](#) [Article 28: right to education](#) [Article 31: right to leisure, play and culture](#)