

ANTI-BULLYING POLICY

Policy Date: June 2017
Review Date: Summer 2020

A supplement to our Behaviour & Discipline Policy

Our first Golden Rule – “We will be kind and gentle” – should address the issue of bullying and provide us with a basis for putting procedures in place. However, it is more helpful that we clearly define what bullying is and that it may require sanctions beyond loss of Golden Time.

In school, bullying is seen as “Several Times on Purpose” (STOP). It is anything where someone purposely hurts or upsets someone else more than once. It may involve:

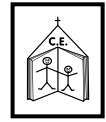
- Racism, sexism, homophobia, or related to disability. These are the key characteristics covered by the 2010 Equality Act
- Physical aggression/Verbal aggression
- Name calling/teasing about race, gender, disability, physical characteristics (such as obesity issues)
- Damage to possessions/hiding possessions/stealing
- Ostracising other children
- Leaving children out of games, etc
- Intimidation
- Constant chasing/following around
- Messages on mobile phones/emails/social networking sites

Any of the above can take place in isolation and, therefore, would not be categorised as bullying. In this case these incidents would be dealt with through our behaviour and discipline policy.

We teach children to “Start Telling Other People” (STOP). We often use visiting productions, Anti-Bullying Week and other media to raise the profile of different types of bullying, and give children and parents strategies to deal with it.

Bullying can be avoided through:

- An effective school behaviour policy
- Class and school discussion about acceptable behaviour towards others
- Catchy phrases:
 - “The only way to have a friend is to be a friend”
 - “No bullies here”
- All adults modelling acceptable behaviour, attitudes and communication with children and each other



- The effective use of Friendship Stops, Circle Times and assemblies to teach the Golden Rules"
- Effective supervision of playtimes and toilets
- E Safety education

We acknowledge that incidents of bullying will usually be disclosed in an environment where the child feels most secure, and this is often at home. By operating a genuine open door policy, we encourage parents to share any concerns they have at the earliest opportunity.

At this early age, most cases of bullying or potential bullying can be stopped immediately by explaining to the child that is what they are doing, and by sharing this information with their parents. If the bullying persists, or if it is more established, further sanctions may be considered beyond the loss of Golden Time, for example:

- Loss of playtime/free time
- Loss of privileges at home and at school (agreed with the parents)
- Internal exclusion from class for a fixed amount of time
- Potential exclusion (fixed term) for persistent cases of bullying. LA Guidelines on Exclusion will be used at all times

Monitoring and Review

Incidents will be logged in the School Behaviour Record. This record will be used to monitor the policy. Cases of bullying will be reported termly through the headteacher's report to governors.

The policy will be reviewed on a 3 year cycle, or more regularly if necessary.

Adopted by Governors:

Signed by Chair of Governors:

Date:
