

# UPPERBY PRIMARY SCHOOL

## ANTI-BULLYING POLICY



### **School Details**

Headteacher:	Mrs P Burns
Designated Safeguarding Lead:	Mrs J Chandler
Deputy Designated Safeguarding Lead(s):	Mrs P Burns / Mrs J Chan
Link Governor for Safeguarding:	Mrs C Wilson
Chair of Governors:	Mr W Atkinson
Policy Date:	October 2023
Policy Review Cycle:	Bi-annual
Next Review Date:	October 2025

### **Rationale**

Bullying involves the dominance of one pupil by another or group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It may take many forms but types are:

- Physical – hurting, taking another’s belongings
- Verbal – name calling, insulting and making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups. Some forms of bullying are attacks not only on one individual, but also on the group to which they may belong.

Within school we pay particular attention to:

- Racial harassment and racist bullying
- Bullying because of a pupil’s religious beliefs
- Bullying because of a pupil’s sexual orientation (including the use of homophobic language)
- Bullying of pupils who have special educational needs or disabilities.

### **Creating an Anti-Bullying Climate in School**

Our school behaviour policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other’s emotional and social well-being; and where they include and support each other. We aim as a school, to produce a safe and secure environment where all can learn without fear or anxiety and if any issues arise ensure that there is a consistent school response. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school. This policy should be read in conjunction with the school’s behaviour policy, safeguarding policy and other related policies.

### **The Role of Governors**

The governing body supports the head teacher in all attempts to eliminate bullying from our 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 body 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 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 incidents of bullying. The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The head teacher draws the attention of children to this fact at suitable moments. The head teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

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 head teacher will contact parents/carers of any child who may be bullied in school and encourages all parents to come into school if they have any concerns. The head teacher will record parents' concerns and action taken on the parent complaint forms.

### **The Role of the Teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Each class maintains their own records of all incidents that happen in their class and that they are aware of in the school. These records should be shared with the head teacher on request. Any acts occurring during break time should be reported to the class teacher and this should be recorded on CPOMS. If teachers witness an act of bullying, they do all they can to support the child who is being bullied.

If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, teachers inform the head teacher. The child's parents are invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies to provide additional support.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of 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 or head teacher immediately. The school will take all these concerns seriously and work with parents to resolve

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and Review**

This policy is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy on request. The anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the head teacher.

Governors may analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. The policy will be reviewed every two years.

This policy was reviewed, updated and agreed by the governing body on 4<sup>th</sup> October 2023.

Date of next review October 2025.