



The Bawburgh School Anti-Bullying Policy

Introduction

The Bawburgh School takes bullying very seriously. The principal aim is to foster an atmosphere where bullying is discouraged and is seen to be inappropriate and wrong. Where bullying does happen, pupils and parents are encouraged to report it. All reports will be followed up and the school undertakes to deal with all incidents in line with or with regard to the Positive Discipline and Behaviour Policy.

Whilst bullying is not seen as a significant problem at The Bawburgh School, it is recognised that some bullying occurs in our school from time-to-time. Children are not expected to tolerate bullying or to suffer in silence. They will be encouraged to disclose problems in an environment in which they feel safe and confident. Early intervention is vital if behaviour is to be changed.

A definition of bullying

There are many definitions of bullying. Most have 3 things in common:

- it consists of deliberately hurtful behaviour;
- it occurs repeatedly over a period of time;
- it is difficult for those being bullied to defend themselves.

Bullying can occur in 3 main ways:

- Physical - Where the person being bullied is hit, kicked or when belongings are taken or damaged.
- Verbal - Bullying which consists of name-calling or insulting, racist or sexist remarks.
- Indirect - When malicious rumours are spread or the person is excluded from the social group.

Definition from 'The School and Lifelong Learning Service, Cardiff County Council'

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear Positive Discipline Policy.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents and investigate as fully as possible.
- To take appropriate action, or to refer the matter to the Headteacher for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying behaviour.
- To foster by example the values we as a school believe in.
- To monitor the extent to which the above responsibilities are being carried out by:-
 - (i) Holding regular discussions between Headteacher, staff, pupils and parents.
 - (ii) Recording incidents of bullying.
 - (iii) To retain records for monitoring purposes.

This policy is to be read in partnership with School's Safeguarding Policy and Positive Discipline and Behaviour Policy.

Date Adopted: September 2017

Next Review September 2019