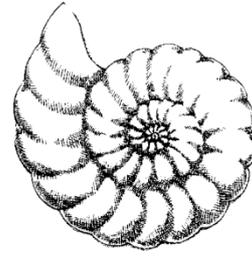




Hovingham & St Hilda's CE (VC) Primary School's Federation



Anti-bullying Policy

Introduction

Bullying is persistent action taken by one or more children, with the deliberate intention of hurting another child, either physically or emotionally.

Aims and Objectives

Bullying is wrong, damages individual children and affects everyone. We therefore do all that we can to prevent it by developing a school ethos in which bullying is not tolerated.

We aim, as schools, to produce a safe and secure environment where all can learn without fear of discrimination or being bullied

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

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

The Role of Governors

The Governing Bodies support the headteacher in all attempts to eliminate bullying from our schools. The policy statement makes it very clear that the Governing Bodies do not allow bullying to take place in our schools, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Bodies monitor any incidents of bullying that occur and review the effectiveness of the school policy regularly. The governors require the headteacher 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 Bodies respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Bodies notify the headteacher and ask him/her to conduct an investigation into the case and to report back to a representative of the Governing Bodies.

The Governing Body Disciplinary Committee will be asked to consider any request for fixed term exclusion from the headteacher.

The Role of the Headteacher

It is the responsibility of the headteacher to implement the schools' 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 headteacher reports to the Governing Bodies about the effectiveness of the anti- bullying policy on request

The headteacher ensures that all children know that bullying is wrong and that it will not be tolerated in our schools. The headteacher draws the attention of the children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour is wrong and why a pupil's behaviour is being addressed.

The headteacher ensures that staff receive sufficient training to be equipped to deal with incidents of bullying.

The headteacher 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 schools take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own record of all incidents that happen in their classes and that they are aware of in school.

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

We keep an anti-bullying record, where we record all incidents of bullying that occur during the school day.

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. We spend time 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, we inform the headteacher and Special Needs Co- ordinator. We then invite the child's parents into school to discuss the situation. In more extreme cases, for example, where these initial discussions have proved ineffective, the headteacher or SENCo will contact external support agencies, such as the Enhanced Mainstream School BSED and further sanctions, including fixed term exclusion, will be considered.

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 might be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the schools' 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 headteacher, who reports to governors about the effectiveness of this policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying records on request and by discussion with the headteacher. If appropriate, governors analyse information with regard to gender, age and background of all children involved in bullying incidents.

Signed..... Chairman Full Governing Body

Reviewed: Spring Term 2015

Reviewed: Spring Term 2016

To Review: Spring Term 2017