

Salterhebble — — Policy

ANTI-BULLYING

March 2017

RATIONALE

To define what constitutes bullying of children within the school setting.

To ensure a fair and consistent approach to all incidents of bullying.

To ensure a procedure is known and followed by all members of staff.

To ensure that Governors and Parents are aware of the procedures to be followed.

DEFINITIONS OF BULLYING

The staff at Salterhebble School define bullying as:-

- deliberate hurtful behaviour, focussed on an individual or specific group of pupils, repeated over a period of time
- unprovoked actions intended to hurt someone either physically or emotionally
- incidents where it is difficult for children being bullied to defend themselves.
- the use of superior strength or influence to intimidate (someone), typically to force them to do something.

Bullying can take many forms but the main ones are:-

- **Physical** - hitting, kicking, taking belongings.
- **Verbal** - name calling, teasing, insulting, making racist remarks, threatening.
- **Indirect** - spreading nasty stories about someone, excluding someone from social groups etc.
- **Cyberbullying** - bullying via mobile phone or online (eg email, social networks and instant messenger)

AIMS

Salterhebble School aims to provide a safe, caring environment where children are able to learn and play without fear of physical or verbal abuse of any sort.

We will consistently follow our agreed preventative steps:

- All stakeholders will rigorously adhere to the school mission statement
WE CARE by being: **Welcoming**
Enthusiastic

Considerate
Accepting
Respectful
Encouraging
- The school will use Social and Emotional Aspects of Learning (SEAL), circle time, assemblies and P.S.H C.E. sessions to discuss the question 'what is bullying'?
- The school will be consistent with the behaviour policy.
- Senior Leaders will involve the school council in agreeing to an Anti-bullying charter
- All staff will listen to and respect the pupil voice.
- All children will know to: 'say no and tell'
- Recognise and promote the annual, national Anti-Bullying week.
- Recognise and promote the annual, national E-Safety Day.

PROCEDURES

When bullying is reported we will:

- listen to, and consider, the views of children and parents
- establish the full facts of the situation
- follow the sanctions in the behaviour policy if necessary
- give the child/ren being bullied the opportunity to discuss the problem and their feelings privately (without guaranteeing confidentiality)
- ensure that any child identified as being involved in a bullying is involved in restorative discussion and actions
- involve parents and ensure that they are aware of the outcomes of any investigations
- ensure that instances of racism or harassment (around religion, gender or sexual orientation) are reported to the appropriate external authorities

Success Criteria

- Children and their parents have a clear understanding of what bullying is and how the school will deal with it.
- Complaints from parents and children are rare.
- The school environment is a safe and secure environment for all individuals.

Review date: March 2020