

Ambler
Primary School and Children's Centre

Policy
Anti-Bullying

December 2016



Next review with Safety, Service and Communications Committee December 2017

This plan is subject to on-going change and will be updated as and when required.

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1. Statement of Intent

We at Ambler are committed to providing a caring, safe and friendly environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is **unacceptable** at our school and children's centre.

If bullying *does* occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that anyone who knows that bullying is happening is expected to tell staff.

Ambler actively promotes positive interpersonal relations between all members of the school and children's centre community.

This policy has been developed through consultation which involved all members of the school community – with children, mums, dads and carers and all school staff.

2. Principles

- Children have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- The school will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reports will be taken seriously and thoroughly investigated.
- Children engaging in bullying behaviour will be supported to change their behaviour.

3. Definition of Bullying

What is it?

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally. (*"several times on purpose" STOP*)

This definition has been agreed with governors, staff, parents and pupils.

Bullying can be:

- (i) Physical - (hitting, kicking, stealing)
- (ii) Verbal - (name calling – including racist, sexist, homophobic remarks, teasing, spreading rumours). (Verbal comments will be logged in the behaviour log and an incident form filled out).
- (iii) Indirect - (being unfriendly, leaving someone out, teasing, threatening gestures).

- (iii) Cyberbullying – using social media to send rude or mean messages or pictures.

4. Links with other school and children's centre policies:

Child Protection, Safeguarding, E-safety, Behaviour, Children's Centre, Positive Behaviour Policy.

5. Participation and Consultation Process

Parents, children, staff and governors participate and are consulted in anti-bullying activities such as:

- For parents: awareness raising workshops and annual questionnaire with a specific question on bullying
- For children: lesson, assemblies, activities and surveys or questionnaires; discussions with elected student representatives
- For staff: training materials, lesson plans or materials from specialist organisations.

6. Responsibilities of all Stakeholders

All stakeholders, including governors, staff, parents and pupils are responsible for keeping children safe from any form of bullying.

The designated leads for anti-bullying are:

1. Maria Galster, Inclusion Manager
2. Juliet Benis, Head Teacher

The link governor for pupil wellbeing is Cassie Dummett.

Staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example respectful behaviour
- Discuss bullying in all classes, making children aware of the damage it causes and the importance of telling an adult when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Follow up any complaint from a parent about bullying, and report back promptly and fully on the actions taken.
- Deal with observed instances of bullying promptly and effectively.

Pupils will

- Be respectful to adults and to each other.
- Tell an adult immediately if anyone is being bullied.
- Have the courage to speak out and have the confidence that it will be taken seriously and dealt with.

We ask our parents and carers to support their children and their school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to a member of staff, or to report it themselves.
- Being sympathetic and supportive towards their children and reassuring them that action will be taken.
- Co-operating with the school if their own child is accused of bullying.

7. Preventative measures

The school follows the Islington Scheme of Work for PSHE and SEAL as well as citizenship. Teachers talk to children about issues of difference and equality through lessons in class, dedicated events or projects or through assemblies.

Children in the school are encouraged to treat one another and the school staff with respect because they know this is the right way to behave. Our values of respect for others and for the value of education are made clear and modelled by staff and older children with specific responsibilities. Our peer buddies are carefully trained and look after children in the playground, ensuring that no-one feels left out or lonely. Staff on duty, together with the Learning Mentor support children in their play and are on hand to deal with any incidents.

Teachers use positive behaviour management strategies and reward good behaviour. Please refer to the behaviour policy for a full list. Classroom management is consistent throughout as outlined in our Going for Green agreement.

8. Procedures for dealing with incidents of bullying or hurtful behaviour

Any incidents that are reported are taken very seriously and investigated thoroughly. We want all our children to feel safe and happy in school. We want our parents and carers to feel confident that we will respond immediately to any incidents, however minor they may seem.

- All staff deal with incidents immediately and in the event of serious incidents, they refer directly to Senior Leadership.
- Consequences will always be applied to pupils who bully to show them clearly that their behaviour is wrong.
- Consequences will be applied fairly and consistently and take into account any special educational or emotional needs or disabilities pupils may have.

- Motivations behind bullying behaviour will be taken into consideration to make sure that it does not reveal any concerns for the safety of the child who bullies. Where this is the case the child may need support themselves.
- All incidents of bullying are recorded in the harassment folder by the Inclusion Manager.
- A full investigation takes place where the children are spoken to individually and any bystanders or adults are also consulted. We aim to find out the truth.
- Feedback will be given to the parties concerned.
- If an incident of bullying outside the school premises is reported to the school, it will still be investigated and dealt with appropriately in school, in order to send a clear message that bullying will not be tolerated.

9. Continuous Professional Development of Staff

The school will offer all staff training in the area of at least bi-annually (every 2 years). Procedures will be clearly laid out in the staff induction brochure.

10. Monitoring and Review

Regular review of the harassment register and analysis of incidents by the Inclusion Manager.

Annual Link governor meeting to review policy implementation: prevention (in classes, by pupils, etc), response (harassment register), consultation (questionnaire and survey findings) and CPD.