



Southbury Primary School

Anti-Bullying Policy

January 2019

The DfES guidance defines bullying as:

- *'actions that are meant to be hurtful, and which happen on a regular basis'*
- *'bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to)'*

At Southbury Primary, the Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. The Governing body monitors incidents of bullying and reviews the effectiveness of this policy regularly.

Parents can ask the Chair of Governors to investigate a bullying incident if they are dissatisfied with the way the school has dealt with the matter. The Governing Body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher, who in turn will look into the incident further and report back to the Chair of Governors.

Anti-Bullying Aims

The following aims are to ensure that Southbury School takes a pro-active approach to bullying not a reactive one:

- To ensure that all our pupils and staff are involved in developing and evaluating our codes of conduct, school rules and behaviour policies.
- Through our positive behaviour policy, ensure that every child and adult at our school feels happy, valued and is treated with respect.
- Through whole school assemblies and the teaching of the curriculum, ensure that pupils know what bullying is and why it happens. We will support pupils to understand.
- The school council is pro-active in supporting the aims of this policy.
- To empower all our pupils to tell a member of staff, their peers or their parents if they think they are being bullied. All staff have a responsibility to take each child's fears and feelings seriously.
- Prepare pupils for secondary school through transitional work.
- All staff that witness a bullying incident will report this to either the Deputy Headteacher or Headteacher and they will investigate any reported incidents and keep a record in the anti-bullying logbook.
- We will support pupils to understand that there are different forms of bullying. For example, cyber-bullying, prejudice-based bullying, race, sex, religion and belief, gender and disability.

Say No to Bullying

At Southbury Primary School, our aim is to develop a school ethos in which bullying is regarded as unacceptable. We work together to ensure that the school is a safe and secure environment where all our learners can succeed. The aim of this policy is to produce a consistent school response to any bullying incidents that may occur and to highlight each person's responsibility with regards to the eradication of bullying.

Good teaching and learning provides opportunities for all children to engage in their own learning and feel successful. An integral part of our Personal, Health and Social Education (PHSE) is to explore the issues around bullying especially to discuss what bullying is and what our school is doing to ensure that the pupils do not feel powerless in the school community. We tackle issues surrounding bullying through: the curriculum, corridor displays, the School Council, peer support, school assemblies and the recording and reporting process.

The Role of all Senior Leaders

It is the responsibility of all Senior Leaders to implement our school's anti-bullying aims, and to ensure that all staff, (both teaching and non-teaching), are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher will report any incidents of bullying to the Governing Body. The Headteacher will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour. The Headteacher and Deputy Headteacher ensure that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

'The only person's behaviour you can directly change is your own'. (DfES 2003)

Partnership with parents

The school works closely with parents to ensure that their children are supported and that they feel that Southbury is a safe and secure school. Parents play a vital role in both identifying and informing the school of any concerns. If parents are concerned that their child might be being bullied then they should contact their child's class teacher immediately. They can also speak to either the Deputy Headteacher or Headteacher if they continue to have concerns. We encourage an active partnership through an on-going dialogue with parents. The home-school agreement is central to this. Parents also have a responsibility to support the school's anti-bullying policy by actively encouraging their child to follow our positive behaviour code of conduct by being a positive member of our school community.

Pupil participation

At Southbury School, we encourage children to take responsibility and to make decisions. We work to ensure that all children develop the confidence to be able to share their concerns with any member of the school staff. Pupils are encouraged to share their views and feelings through Circle Time (PHSE) and work using the SEAL programme (Social and Emotional Aspects of Learning - DfE 2005). The school council provides an additional voice for pupils to share their concerns and to highlight the issues surrounding bullying.

Monitoring and Evaluation

The Senior Leadership Team (SLT) monitors the implementation of this policy and is pro-active in supporting the aims listed on the previous page. The Governing Body supports the school to ensure that the aims of this policy are implemented and are reviewed on an annual basis. The school will also analyse the incidents recorded in the anti-bullying logbook to identify any patterns of behaviour or common themes.