

Anti-bullying Policy



Bullying is defined as deliberately hurtful behaviour that is repeated over a period of time. Bullying may be verbal, physical or psychological. Any action which makes another child feel uncomfortable, insecure or threatened may be defined as bullying.

At Baynards we acknowledge that bullying destroys relationships and is, therefore, opposed to that which we are seeking most carefully to create: an atmosphere characterised by good relationships (See our Behaviour Policy). Bullying will not be tolerated.

Aims

- To work actively to build good relationships throughout the school – between staff, pupils and with parents – and maintain a warm and harmonious atmosphere, where all people connected to the school feel respected, safe and valued.
- To help all pupils understand that good relationships are central to one's own and everyone else's sense of well-being.
- To ensure that the whole school understands what bullying means and that it is deeply damaging to relationships.
- To make it clear that no bullying of any kind is tolerated.
- To positively encourage all pupils to take responsibility for their behaviour and understand the consequences.
- To minimise all forms of bullying.

Whole School Strategies to Minimise Bullying

- Children will be taught strategies to help them deal with bullying situations that they may encounter.
- There will be regular teacher-class discussion; e.g. through circle time, dealing with friendship / playtime issues.
- Peer support will be strongly emphasised; children's listening, social skills and self-worth will be developed.
- Work with parents to promote good behaviour and encourage involvement in promoting the relational values of the school.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- Use of sanctions- Baynards card system such as removal from class or reflection time during lunchtime.

The Head Teacher will carry out an anti-bullying survey twice over the academic year and investigate any lines of enquiry involving bullying incidents or witnessed incidents of bullying.

School Response to Specific Allegations of Bullying

Staff will respond calmly and consistently to allegations or incidents of bullying and all allegations of bullying will be carefully investigated.

Punishing bullies does not end bullying. At Baynards we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not liked. No child will be labelled as a 'bully'.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. This will be reported to the Head teacher.
- Children must be given every opportunity to report the bullying in the first instance and allowed to report incidents without feeling they are telling tales.
- The member of staff must take steps to discuss the problem with the bully/bullies to establish the situation and talk through any issues. An early resolution is sought using these tactics.
- Those who have been bullied will be reassured and offered support to restore and build on their confidence and self esteem. Those who have bullied will be helped to reflect on their behaviour, the consequences and the need to change.
- Both bullied and bullying parties will be informed that the situation is being monitored by the class teacher/s concerned.
- If there is no improvement or further bullying occurs, the parents of the bullying child must be contacted in order to discuss the problem and to make clear that a zero tolerance policy is being adhered to.
- Individual circumstances will determine the precise arrangements to be made but support will be given to the bullying child to raise their self esteem and develop appropriate social skills.
- In cases of severe and persistent bullying, exclusion from school may be necessary.
- No racist, homophobic, sexist language will be tolerated and will be considered a form of verbal bullying.

Monitoring, Evaluation and Review

A systematic recording of incidents will help us to review and evaluate the implementation and effectiveness of this policy and practise.

Autumn 2019

Appendix 1: Anti-Bullying Code