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Anti Bullying and Harassment Policy

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Reviewed by Governors:	Date:
Next review:	Autumn 2019
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Rationale

The aim of the anti-bullying and harassment policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. It is central to the agenda within which every child has the right to feel safe and happy at school.

Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups).

Harassment is defined as any unwanted or unwanted behaviour which is offensive, embarrassing, intimidating or humiliating. It is against the law for a person to be harassed because of their sex; pregnancy; race (including colour, nationality, descent, ethnic or religious background;) marital status; disability; homosexuality; age; transgender or for their relationship to or association with a person of a particular sex, race marital status etc. Harassment is a form of discrimination.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. It is important to remember that adults too can be bullied, and the governors will not tolerate bullying of a member of staff either by another member of staff or by a parent.

This policy is designed to ensure that as a school we are alert to signs of bullying and harassment and act promptly and firmly against it.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social and Health Education. (see separate policy)
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying or harassment is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher will interview all concerned and will record the incident in the bullying and harassment log which is kept on the Safeguarding noticeboard in the staff room.
- Class teachers will be kept informed.
- Parents will be kept informed.

- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil discipline policy.

Pupils who have been bullied or harassed will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied or harassed will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

The school supports Anti-Bullying Cornwall, and links in to their promotions and resources.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible,
- To take appropriate action, or refer the matter to the Headteacher for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying in a discipline file.
- To retain records for monitoring purposes.
- All staff have a duty to ensure that bullying via mobile phone or the internet is proactively tackled, providing parents and pupils with resources to prevent this threat of bullying, teaching the dangers and how to get help, and by providing training for staff and governors.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.