



Anti-Bullying Policy

Definition

The Anti-Bullying Alliance defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Aims

It is a basic entitlement of all children at Starbeck School that they receive an education free from humiliation, oppression and abuse.

Education is a compulsory experience and it is therefore the responsibility of all staff in the school to ensure that it takes place in an atmosphere which is caring and protective. Parents should be entitled to feel confident that when they send their children to school that they will be protected from bullies.

Objectives

- to enable pupils to clearly understand what bullying means
- to enable pupils to understand that bullying, in all its forms, will not be tolerated by the head teacher, staff and school governors
- to enable parents to feel confident that bullying will be firmly dealt with by the school
- to raise the awareness of staff to the presence of bullying
- to continue to promote a non-violent ethos in the school

Guidelines:

Staff will:

- ensure that children are introduced at an early age to a code of behaviour which seeks to bring them to an awareness of the rights of others
- encourage all pupils and parents to inform staff of incidents of bullying
- have access to information to raise the awareness of bullying and possible strategies for overcoming it
- ensure that every reported instance of bullying is recorded and investigated and that action is taken.
- when bullying occurs the parent of the perpetrator will be informed of the incident and asked to attend a meeting
- actions taken are done so discreetly and sensitively
- when a pupil repeats his/her unacceptable behaviour the Governors will be informed and if a matter cannot be resolved further action will be deemed necessary.
- use personal and social education to ensure that the school maintains a kind, caring and cooperative environment.
- be provided with training in PSHE aspects of learning
- consult with midday supervisors to ensure that incidents, concerns or other relevant information is communicated.
- encourage parents to inform the school immediately of any incidence that has not been communicated to staff at school
- Follow the flow chart for dealing with bullying incidents

Anti-Bullying Procedure

Incident reported by pupil (or parent) to member of staff or an incident is observed



Staff member investigates – taking into account all children’s views and accounts (separately)



Incident recorded on Starbeck Incident sheet by member of staff, including details of names, date and the nature of the incident. Copy given to Headteacher and recorded on CPOMs. On-going monitoring of the situation.



If problem continues then the following steps to be taken



Staff member talks to the perpetrator and victim separately. Parents are informed verbally of the problem.



Head Teacher involved. Other school professionals may be involved with consent of parents should this be deemed appropriate. On-going monitoring of the situation.



If problem continues then the following steps to be taken



Head teacher arranges meetings with parents. Other relevant agencies consulted with. On-going monitoring of situation.



If problem continues, then the following steps are taken



Parents invited into school to discuss the possibility of fixed-term exclusion of the perpetrator. Other relevant agencies consulted.

For further information visit the website

<https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying>

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Next review: Sept 2021