

DUNSTONE PRIMARY SCHOOL

ANTI-BULLYING POLICY

January 2015

Rationale

Dunstone Primary School has a clear intention to take bullying seriously and manage it effectively.

As an organisation we actively promote positive relationships and discourage bullying behaviours.

Some 'bullying' values lead: sexism, racism, homophobia, ageism, disability and religious prejudice.

Bullying and random prejudicial behaviour will be assertively confronted at all times and the school will not tolerate offensive language and behaviour under any circumstances.

Aims

- Reduce the frequency of bullying incidence.
- Increase the likelihood that incidence are disclosed to responsible adults.
- Intervene effectively when bullying happens.

Desired outcomes

- An increase in positive social behaviour and attitudes.
- Improved attendance
- To instil a culture of respect for other people and property and a consideration for others.

Definition

Our definition of bullying includes the following:

- Behaviour that causes emotional or physical harm to a person or group.
- Repeated over time. We use STOP with children which means Several Times On Purpose.
- Attitudes of prejudice sometimes.
- An imbalance of power between those involved.

Guidelines

Named Person

The Head teacher oversees disciplinary and bullying issues within the school. They are supported by Mr J Edwards, Deputy Headteacher.

Monitoring

All incidents of racism and bullying are immediately reported to the Headteacher or Deputy Headteacher. These incidents are discussed at full Governing Meetings termly and the totals are sent to the LA on a termly basis.

Effective Action

In order to reduce the frequency of bullying staff agree to:

- Consistently apply the Behaviour Policy.

- Use the bullying and racist incident forms to record relevant incidences.
- The Headteacher will give a series of assemblies annually that cover the anti-bullying section of our SEAL PSHEE programme.
- Parents will be made aware that an individual programme will be built into playtime/lesson time in order to eradicate upsetting behaviour. All children concerned will be helped to understand that inappropriate behaviour will not be tolerated.
- Circle time/class discussions in PHSE focus around bullying and playing together to eradicate negative behaviour in the class.
- It is vital to keep all parents informed at all stages, and where relevant agree behaviour contracts for their child in consultation with designated teacher.

The reduction of bullying incidence takes place through a caring culture and open door policy for parents and children. All reported incidences are followed up.

Consultation and distribution arrangements

This policy will be reviewed annually by the Governing Body and the School council.

Conclusion

The school has a zero tolerance towards bullying. Children, staff and parents strive to reach an agreed arrangement.

Signed..... (Headteacher)

Signed.....(Chair of Governors)

Dated.....