

Chester Park Federation Anti-bullying Policy

1 Introduction

- 1.1 All children have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying.

Bullying is action taken by one or more individuals with the deliberate intention of hurting, either physically and or emotionally on a consistent basis.

2 Aims and objectives

- 2.1 Bullying is wrong and damages individuals and children. We therefore do all we can to prevent it, by developing an ethos in which bullying is regarded as unacceptable.
- 2.2 We aim, to produce a safe and secure environment where all can learn and work without anxiety.
- 2.3 This policy aims to produce a consistent response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of governors

- 3.1 The governing body supports the headteacher in attempting to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly (specific incidents are not shared with the governors – reports of incidents are shared in an anonymised data format). The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

4 The role of the headteacher

- 4.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- 4.2 The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.

4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

4.4 The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher

5.1 Teachers in our school take all forms of bullying seriously including cyber bullying (please see Online Safety Policy), and intervene to prevent incidents from taking place.

5.2 If teachers witness bullying, they do all they can to support the child who is being bullied. If a child is being bullied then, after consultation with the headteacher, the teacher informs the child's parents. The class teacher, after consultation with the headteacher will inform the parents/carers of a child who is bullying.

5.3 If teachers become aware of any bullying taking place between members of a class it is dealt with immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. Time is spent talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as Families in Focus or First response.

5.4 Teachers support all children in their class establishing a climate of trust and respect for all, through the delivering of the PSHE curriculum and circle time. Also, by praising, rewarding and celebrating the success of all children we aim to prevent incidents of bullying.

6 The role of parents/carers

6.1 Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7 Monitoring and review

7.1 The effectiveness of this policy is monitored by the Headteacher and the Governing Body.

7.2 This policy should be read in conjunction with;
the Joint Equalities Scheme;
Equalities Objectives.
Safeguarding Policy including Child Protection
Relationships Policy

Date of Policy: November 2021

Reviewed: March 2024

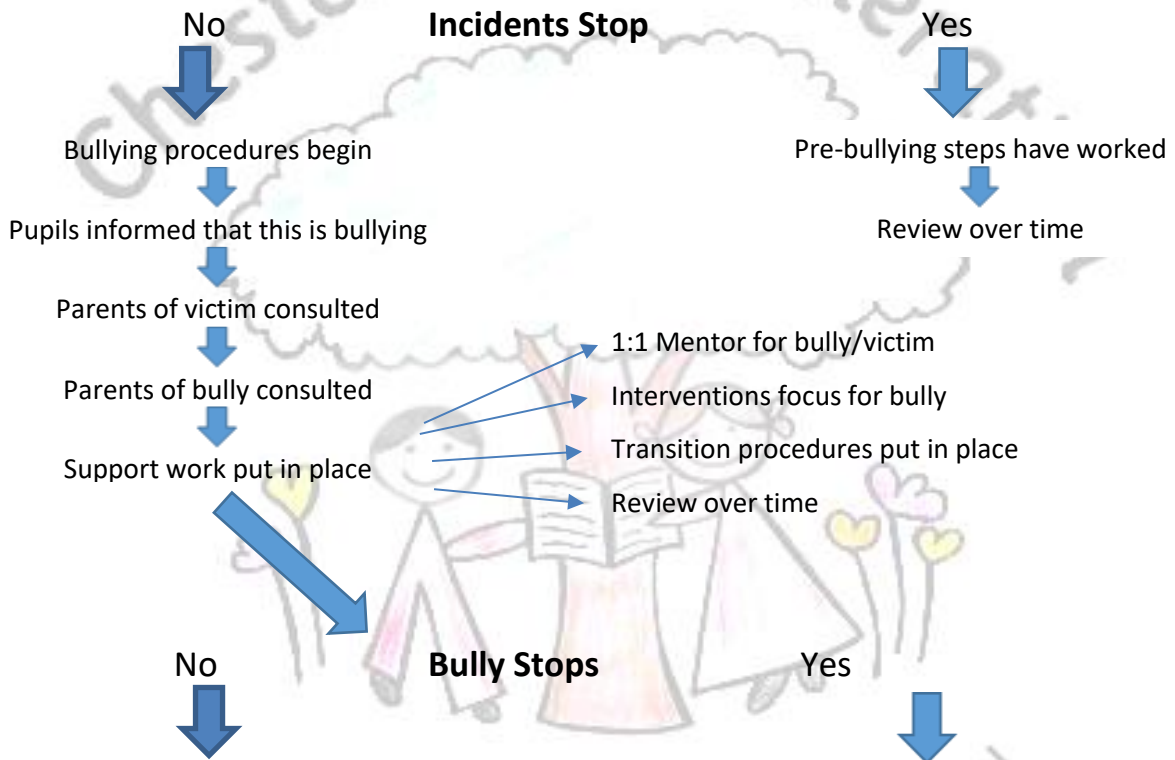
Anti-bullying Procedures

Bullying is action taken by one or more individuals with the deliberate intention of hurting, either physically and or emotionally on a consistent basis.

Pre-bullying

- Incidents reported on CPOMS
- Repeated incidents logged on CPOMS
- Work focused on making pupils aware that if behaviours continue, this will be classed as bullying

Individual incidents dealt with in accordance with Behaviour Policy



Formally review with parents of victim



Record concerns and how this impacts on other aspects of their life



Formally review with parents of bully



Explain how bullying is impacting on victim and all aspects of their life

- Review procedure for transition
- Review interventions for bully
- Create a contract between both groups to enable bullying to stop



Share information with Governors



Short time scale (1 week)

Yes

No

Has bullying stopped?



Home/School Behaviour Contract



Involve agencies beyond school



If involving crime – involve police



Fixed term exclusion (increasing with each incident)



Explore negotiated transfer for bully



Permanently exclude bully



Anti-bullying steps have worked



Maintain transition procedures



Reduce procedures



Review over time



Review anti-bullying arrangements



Maintain transition arrangements



Review over time

Positive – Resilient - Meaningful

