

# ILCHESTER COMMUNITY PRIMARY SCHOOL



## Anti-Bullying Policy

Reviewed June 2014		N J Heath	Headteacher
--------------------	---	-----------	-------------

Review June 2017

The best way to counter incidents of bullying is to foster empathy with the feelings of others, in particular with the feelings of those being bullied.

Whilst action must be taken against children who bully, negative measures alone are likely to promote resentment, and aggravate rather than solve the problem. Therefore, in addition to dealing appropriately with bullying incidents, our school seeks to teach children why it is wrong to bully.

The school definition of bullying is:

*Bullying is a repeated, deliberate act, which causes distress to another child. This includes 'cyber-bullying': bullying by e-mail or text message.*

The school believes that:

*Every pupil has a right to enjoy their learning and leisure free from intimidation. The school will not tolerate unkind actions or remarks.*

Bullying can be stopped.

## **What can parents do?**

If you have established that your child is being bullied you should:

- Assure the child that you will do something to help.
- **Contact the school.** Normally the first point of contact should be the class teacher. In addition to talking to the class teacher, **please put your concerns in writing.** This will allow the teacher time to reflect on and follow up any issues raised. The class teacher will inform the Head and action will be taken. The school will inform you of the action taken within, where possible, 24 hours. If you feel the school has not dealt with the situation, work with us to find a solution. If you still feel issues are not being properly resolved, contact a school governor.
- Keep a diary of incidents with names, places and times.
- Be realistic in your expectations of what school can achieve. A situation that has existed for some time will take time to resolve.
- If you suspect your child of bullying, talk to them and try to find out why they are behaving in this way.

## **What can children do?**

- Children should be told: to TELL if they are bullied, tell a Lunchtime Supervisor, the Teacher, a Teaching Assistant, a Parent, or the Headteacher.
- To try to get friends to help them. Even one other child telling the instigator to GO AWAY can be effective.

- Children should be told to support each other by reporting all acts of bullying.
- Children should be taught not to look on but to report incidents of bullying.

## **What can the school do?**

Teach children that bullying is wrong. Through a carefully planned programme of PSHE including initiatives such as anti-bullying week and by responding to incidents, the school will give a clear and consistent message that bullying will not be tolerated.

Establish good systems of communication between members of staff so that concerns are passed on.

Listen to children and parents and take action. Listen also to the views of those who are said to be bullying.

Meet with the parents of children who are being bullied and with the parents of those who are bullying. Keep parents informed of incidents and progress.

## **How the school deals with bullying**

The flow chart on the next page illustrates how the school deals with incidences of bullying.

Initial meetings are held with both the bullied child and the child accused of bullying. A meeting with both children together might at this stage be appropriate.

Parents of both children will be informed at this stage regardless of whether the allegations are founded. Should there appear to be a case of bullying parents are asked to meet with relevant staff at school.

In addition to appropriate punishments for bullying behaviour in line with the school behaviour policy, the reasons why a child is bullying are explored.

A course of action is agreed to help both the child being bullied and the child who is bullying.

The effects of any agreed actions are carefully monitored.

Meetings with both children and, where relevant with parents, are held to review progress.

If the bullying behaviour has continued or been transferred to another child then a further course of action is agreed.

Once an incident has been resolved, staff continue to informally monitor the situation.

## Flow chart to show school procedures for dealing with bullying

