

# PERRYFIELDS PRIMARY PRU



## ANTI BULLYING POLICY

<b>Review Date</b>	<b>Reviewed Date</b>	<b>Reviewer</b>	<b>Action</b>
<b>September 2017</b>	<b>October 2017</b>	<b>Staff</b>	<b>Ratified by Management Committee: 17.10.2017</b>
<b>September 2019</b>	<b>October 2019</b>	<b>Staff</b>	<b>Ratified by Management Committee: 22.10.2019</b>

Perryfields Primary PRU believes that:

- Bullying is undesirable and unacceptable;
- Bullying is a problem to which solutions can be found;
- Seeking help and openness are regarded as signs of strength not weakness;
- All members of our community will be listened to and taken seriously;
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear;
- All of us have a responsibility to ensure that we do not abuse or bully others;
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously;
- Children and young people should be involved in decision making about matters that concern them
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

This policy will be reviewed after 2 years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors, and people from other organisations involved with the life of Perryfields Primary PRU.

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by the Management Committee via the termly headteacher's report.

## **What is Bullying?**

Perryfields' understanding of bullying is as follows:

"Behaviour by an individual or group, repeated regularly over time, that intentionally hurts another individual or group either physically or emotionally. This may involve the bully/group deliberately seeking out their victim (s)."

## **The Aim of our Anti-Bullying Policy**

- To assist in creating an ethos in which attending Perryfields is a positive experience for all members of our community;
- To make it clear that all forms of bullying are unacceptable;
- To enable everyone to feel safe and encourage pupils to report incidents of bullying;
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, culminating in reducing the incidents of bullying;
- To support and protect victims of bullying and ensure they are listened to;

- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change;
- Where necessary, to liaise with parents and other appropriate members of the school community;
- To ensure all members of our community feel responsible for helping to reduce bullying.

### **The objectives of our Anti-Bullying Policy**

- Our whole community can access the school anti-bullying policy;
- To maintain and develop effective listening systems for children, young people and staff within the school;
- To involve all relevant staff in dealing with incidents of bullying effectively and promptly;
- To equip all staff with the skills and information necessary to deal with incidents of bullying;
- To involve the wider school community (e.g. part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents;
- To communicate with parents and the wider school/setting community effectively on the subject of bullying;
- To acknowledge the key role of every staff member in dealing with incidents of bullying;
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations;
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

### **Preventing Bullying**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. All stakeholders must:

- be supportive of each other;
- provide positive role models;
- convey a clear understanding that we disapprove of unacceptable behaviour;
- be clear that we all follow the ground-rules;
- be involved in the development of the anti-bullying policy and fully support anti-bullying practice;
- support each other in the implementation of this policy.

All members of the school community are expected to report incidents of bullying.

**All Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

**Staff** have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy;
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere;
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, assemblies, PSHE etc;

- Through the head teacher keep the Management Committee well informed regarding issues concerning behaviour management;
- Provide a key staff member who is responsible for the monitoring of the policy.

**The Management Committee** have a duty to:

- Be fully informed on matters concerning anti-bullying;
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

**Through the development and implementation of this policy, Perryfields Primary PRU trusts that all children, young people, parents/carers and staff will:**

- Feel confident that everything is being done to make school a safe and secure environment;
- Know who can be contacted if they have any concerns about bullying;
- Feel supported in reporting incidents of bullying;
- Be reassured that action regarding bullying will take place.

**Procedure for dealing with incidents:**

### **Recording**

All incidents, will be recorded by the school in the headteacher's file. Copies will be transferred to pupil files annually. The headteacher or deputy headteacher in their absence will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

### **Dealing with an Incident**

Whenever a bullying incident is proven and discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

- i) The school community need to be made aware that when a proven bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

Perryfields expects to support all involved by:

- Talking the incident through with all parties involved.
- Supporting the person who has been bullied to express their feelings.
- Supporting the person displaying the bullying behaviour to express their feelings.
- Discussing which rule(s) have been broken.
- Discussing strategies for making amends.

- ii) Measures will be in line with the school's behaviour and discipline policy, and may include:
- Explanation why the inappropriate behaviour is unacceptable.
  - Reparation of damaged relationships.
  - Time away from an activity.
  - Meeting with staff, parent and child.
  - Missing another activity.
  - Formal letter home from the headteacher expressing concerns.
  - Time out from the classroom.
  - Pastoral support plan.
  - Fixed term exclusion.
  - Permanent exclusion.
- iii) Safeguarding procedures will be followed when child protection concerns arise.

