



## **Anti-bullying**

We acknowledge that there could be bullying at some point but we are willing to tackle the problem and underlying problems as soon as we become aware of the issues. Growing up is not easy and developing relationships is an on going process which never gets easier! Staff are encouraged to support pupils but not 'fight battles' for pupils. Knowing when to intercede is vital.

This relies on cooperation and mutual trust between home and school. Victims must feel that they are going to be listened to and that positive action will take place. The bullies must feel that staff will be positive, fair and consistent in dealing with the matter. Positive relationships between pupils, staff and parents are crucial in defeating bullying.

Procedure:

- Communication to Head Teacher. Discuss whether Class Teacher to deal with the matter or HT. Matter noted by HT
- CT/HT to approach victim and bully separately
- CT/HT to approach victim and bully together
- Record of bullying incident completed

If matter unresolved:

- Both sets of parents contacted
- School Liaison Group meeting set up
- Regular reviews
- Educational Psychologist and Pupil Support Agency contacted
- Exclusion from school

School ethos should be positive and positive behaviour strategies are in place. The Golden Rules are understood and revisited regularly so that staff and pupils are clear in what is expected of them in school. Citizenship is included in Circle Time sessions and therefore expects positive behaviour outside of school. Circle Time may be used to help bully and victim if the class teacher and pupils think this would be helpful.

Staff must work together to be vigilant to the needs of the pupils and must communicate any suspicions whatsoever so that there is early intervention.

Staff must be courteous, thoughtful and caring towards each other. Each of us may have times when our lives are difficult for a variety of reasons (we all have families and we all have problems!) and we must support one another.

All staff should feel secure and safe to be themselves at the work place. Bullying of staff will not be tolerated. The HT will deal with the situation as sensitively as possible or if the HT is the problem then staff should talk to the Area Education Manager.

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