



Responsibility of	Curriculum Committee
This version dated	October 2016
Reviewed by Staff	October 2016
Adopted by Governors:	October 2016
Next review date	October 2017
Meets Equality of Opportunity	Yes
Safeguarding reference made	Yes

Statement

This policy should be read in conjunction with the school's Behaviour Policy. The following statement is our definition of bullying which will be shared with the school community.

We define a bully as an individual or group of persons, who, through physical, verbal or psychological intimidation, causes physical, mental or emotional distress to another individual or group. Bullying at school is not tolerated in any shape or form and any perpetrators are dealt with firmly and the likely results of their activities made clear to them.

In defining bullying in this way we are deliberately putting bullying into a different arena from The acknowledged 'everyday' social jostling that will take place in a healthy school environment where children are learning how to live alongside each other in a social group. Recognising when behaviour moves outside this and setting out procedures which will always be managed sensitively and with due regard to the individuals involved.

Aims

- To create a safe and happy environment where everyone feels confident in talking about and sharing their worries, knowing they will be listened to, supported and given help
- To recognise as a community that bullying is unacceptable in any form
- To ensure that bullying is recognised and dealt with swiftly
- To work in close partnership with parents to ensure that appropriate and acceptable intervention strategies are communicated and used consistently

Implementation

Our whole school ethos is set within high expectations of the individual in terms of their behaviour in all situations and we seek at all times for children and adults alike to show respect for themselves and for others.

There are a variety of ways that children are made overtly made aware of our expectations across the curriculum:

- Class rules
- PSHE sessions
- Circle times
- RE lessons
- Collective Worship (whole school assemblies)
- Steps to good manners
- Golden Rules

Anti-bullying guidelines

- If there is a specific issue relating to one class, extra class circle times may be held to discuss feelings and to formulate a group approach to a problem that it faces.
- At all times children will be encouraged to tell an adult if they feel that they are being mistreated, feel aggrieved or witness such a situation happening to another child.
- Parents will be involved early on if a case of bullying is suspected.
- Complaints of bullying will always be passed to the headteacher. The headteacher will ensure appropriate action to deal with the problem is put in place and clearly communicated to all concerned including appropriate staff and parents. (See appendix 1).
- Any incidents of bullying are dealt with as a potentially ongoing issues. Procedures for monitoring will be put in place to ensure effectiveness of the plan and eradication of unacceptable behaviour(s).