

# SHIELD ROAD PRIMARY SCHOOL



## ANTI-BULLYING POLICY

<b>Author/Person Responsible</b>	<b>Headteacher/Chair of Governors</b>
<b>Date of Ratification</b>	<b>12<sup>th</sup> October 2022</b>
<b>Review Group</b>	<b>Full Governing Body</b>
<b>Ratification Group</b>	<b>Full Governing Body</b>
<b>Review Frequency</b>	<b>Every 2 years</b>
<b>Review Date</b>	<b>12<sup>th</sup> October 2024</b>
<b>Previous Review Amendments/Notes</b>	<b>2021</b>
<b>Related Policies</b>	Behaviour Managing Allegations Biting Social Media Acceptable Use
<b>Chair of Governor's Signature</b>	

## **AIMS AND OBJECTIVES**

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

This policy covers all forms of bullying including homophobic, transphobic, disabled and racial abuse and cyber-bullying.

## **RESPONSIBILITY FOR THE POLICY AND PROCEDURE**

### **Role of the Governing Body**

The Governing Body will not condone any bullying and has:

- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring this policy and all policies are maintained and updated
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- responsibility for the effective implementation, monitoring and evaluation of this policy.

### **Role of the Headteacher**

Under Section 157 of the Education and Inspections Act 2006, the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils. Therefore, the Headteacher will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through PSHE and school assemblies;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality;

- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy.

## **Role of the Co-ordinator**

The Co-ordinator will:

- lead the development of this policy throughout the school;
- work closely with the Headteacher and the nominated governor;
- provide guidance and support to all school personnel to understand the signs or behaviour of someone being bullied;
- work with children to determine those parts of the school where they do not feel safe;
- keep up to date with new developments and resources;
- provide training for all staff on induction and when the need arises;
- help counsel pupils who have been bullied and those who use bullying behaviour;
- review and monitor;
- report annually to the Governing Body on the success of this policy.

## **Role of the Nominated Governor**

The Nominated Governor will:

- work closely with the Headteacher and the Co-ordinator;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- report to the Governing Body every term;
- report annually to the Governing Body on the success and development of this policy.

## **Role of School Personnel**

Personnel will:

- comply with this policy;
- be aware of the signs of bullying in order to prevent bullying taking place;
- take all forms of bullying seriously;
- encourage pupils to report any incidents of bullying to any member of the school personnel;
- report all incidents of bullying;
- raise awareness of the wrongs of bullying through PSHE;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

## **Role of Pupils**

Pupils must:

- be aware of and comply with this policy;
- report if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying through the School Council;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive;
- support the school;
- liaise with the school council;
- take part in questionnaires and surveys.
- Anti-bullying ambassador training to take place later this year

## **Role of the School Council**

The School Council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the Governing Body.

## **Role of Parents/Carers**

Parents must:

- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- be asked to take part periodic surveys conducted by the school;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school Incidents;
- All reported incidents are investigated and dealt with;
- Parents are informed of all events and what actions have been taken;
- Records will be kept of all incidents and their outcomes.

## **Incidents**

- All reported incidents are investigated and dealt with.
- Parents are informed of all events and what actions have been taken.
- Records will be kept of all incidents and their outcomes.

## **Counselling**

- Support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.

## **Raising Awareness of this Policy**

We will raise awareness of this policy via:

- the School Handbook/Prospectus;
- the school website;
- the Staff Handbook;
- meetings with parents such as introductory, transition, parent/teacher consultations and periodic curriculum workshops;
- school events;
- meetings with school personnel;
- communications with home such as weekly newsletters and of end of half term newsletters;
- reports such as annual report to parents and Headteacher reports to the Governing Body;
- information displays in the main school.

**Equality Impact Assessment** Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil, and it helps to promote equality at this school.