



# Anti-Bullying Policy

This policy should be read in conjunction with the policies for Positive Behaviour Management, PSHE and Single Equality as these are closely interwoven.

**Bullying is** the wilful conscious desire to hurt, threaten or frighten someone. It can be physical or verbal and includes hitting, name calling, teasing and ostracising as well as racial and sexual harassment. It can also include threatening gestures or looks.

**Bullying occurs** when a child is upset by the behaviour of another child or group of children. This behaviour often occurs more than once and can take a variety of forms over time.

Within our school ethos, which is built upon the United Nations Convention on the Rights of the Child, we will not tolerate any form of bullying, whether being between children, between children and staff, between staff, or of staff by parents.

**In order to achieve our school motto 'Achieving Happily Together' we aim:**

- To prevent, de-escalate and/ or stop any harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil or staff member who has experienced bullying and identify sources of support.
- To apply disciplinary sanctions against those causing bullying and ensuring they learn from the experience.

**We will achieve our aims through:**

- Investigating all incidents of bullying thoroughly.
- Involving parents in all stages of our investigations by meeting in person.
- Assemblies where the difference between teasing and bullying is clarified and children are taught that they must tell an adult if they feel they are being hurt by words or actions deliberately.
- Participation in Anti-bullying week in the autumn term.
- The teaching of specific PHSE/SEAL lessons- Say No to Bullies.
- The use of daily Circle Times where children can express any worries and they will be listened to and acted upon.
- An analysis of the Yearly Exit Surveys completed by parents.

