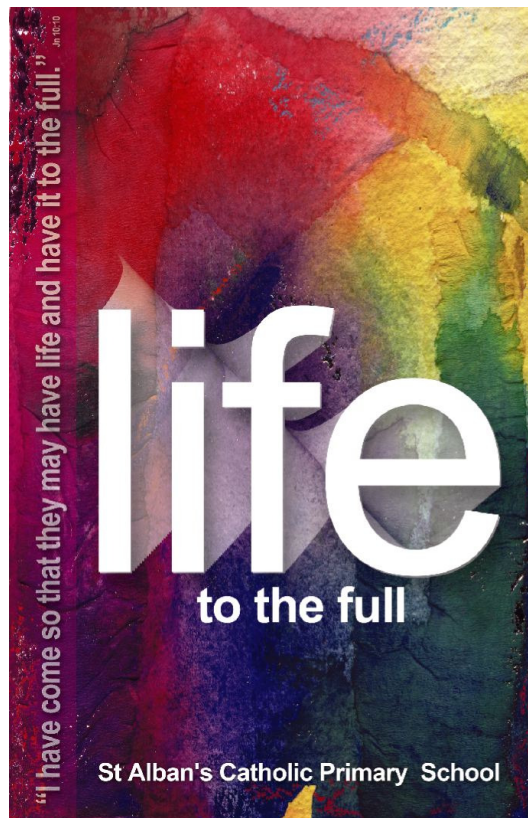


St Alban's Catholic Primary School

Anti-Bullying Policy

2008



Vision Statement

'I have come so that they may have life and have it to the full'.

St John's Gospel

Definition of Bullying and Harassment

The Anti-Bullying Alliance defines bullying as:

The repetitive, intentional hurting of one person by another where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

The DCFS 'Safe to Learn' document of 2007 defines bullying as:

Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

The DCFS 'Safe to Learn' document of 2007 defines harassment as:

Unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading or humiliating environment.

Aims

Bullying is wrong and damages individual children. As a school community we therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can play, learn and work without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher analyses incidents to identify possible patterns of bullying behaviour.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

All teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. They will inform the headteacher of the incident.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Children are encouraged to talk to their class teacher with whom they spend most of their time in school.

Mrs Hetherington, as the specialist Religious Education and Citizenship teacher and School Chaplain, has a specific pastoral role within school. She also teaches the children about bullying in Citizenship lessons.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy, to actively encourage their child to be a positive member of the school and to actively encourage their child to speak out if they are victims of bullying or if they witness acts of bullying.

The role of children

Children are encouraged to speak out if they are victims of bullying or if they witness acts of bullying. They are taught about who they can speak to within the school community and this is displayed in each classroom on the 'I need help...who can I speak to?' posters.

Children who have a pastoral role of head boy, head girl, house captain or vice captain are encouraged and taught to look for signs of bullying.

Procedure

If a child is being bullied then the child's parents will be informed, the parents of the perpetrator will be informed and the latter will be disciplined according to the Behaviour and Discipline Policy.

Incidents of bullying will be dealt with immediately. Action will include counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying. In more extreme cases the headteacher may contact external support agencies.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

Review

The governing body reviews this policy every two years.

November 2008