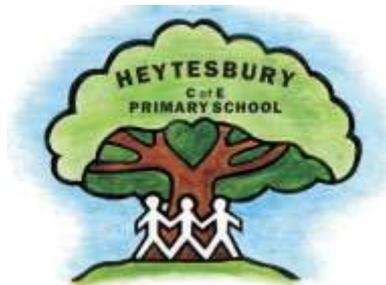


HEYTESBURY ANTI-BULLYING POLICY

HEYTESBURY CHURCH OF ENGLAND VA PRIMARY SCHOOL



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MISSION STATEMENT

"Nurturing today's minds for tomorrow's world"

VISION STATEMENT

Heytesbury School strives to provide all children with a safe and secure learning environment. We set high standards and expectations to enable all children to do their best and achieve their full potential. A key feature of the school is our caring family atmosphere underpinned by our Church of England ethos.

At all times we offer encouragement and support. When needed, forgiveness, reconciliation, help and guidance is readily given. We want all children to establish a good foundation of knowledge and skills that, not only prepares them for the intellectual challenge presented by secondary school life, but also helps them to develop the social skills and attitudes that are needed in our rapidly changing world.

Our ethos is summed up by focussing on the following six values:

Hope, Courage, Friendship, Forgiveness, Wisdom, Truthfulness

Through adhering to these values we will ensure that the school environment is a safe and caring place where our children can, share, consider and experience ethical enquiry in order to cultivate habits required for good moral conduct.

Anti-Bullying Policy

Reviewed	September 2016
Author	Ratified by Standards Committee
Next Review	September 2017

HEYTESBURY ANTI-BULLYING POLICY

What is Bullying?

It is the persistent, conscious act of hurting, threatening, excluding or frightening someone. Bullying may be physical, verbal or indirect.

The aims of this Policy

- To maintain the safety and happiness of children and adults within the school community.
- To provide a model for good, helpful behaviour and showing respect for others.
- To be an effective, caring school which promotes educational achievement.
- To underpin our belief that everyone in the school community has a responsibility to deal with bullying behaviour as it arises.

Awareness and Prevention of Bullying

At Heytesbury School, we aim to prevent bullying through-

- planned curriculum activities eg circle time, assemblies, PSHE.
- participation in the national 'Anti-bullying week'.
- reflection upon / follow-up to any incidents that do arise.
- consistent application of the school Behaviour Policy.
- creating positive relationships between adults and peers. (A web of support, devised by the children, is on display in each classroom.)

Procedures for investigating incidents of bullying

1. Children, staff and/or parents should report any behaviour that may be defined as 'bullying behaviour' to the **child's class teacher**.
2. This report will be recorded in writing including the main incidents that are alleged to have happened, leading to the allegation of bullying.
3. The class teacher will inform the headteacher and then investigate the allegations. This may include talking to other children, talking to the alleged bully, further discussion with the child reporting the incident, talking with other staff.
4. The class teacher will complete the record form and place on file. The class teacher will also inform all staff (teaching, support and MDSAs) that they should observe the children concerned for five days and record any incidents they see (good or bad!).
5. If any incident which plainly constitutes bullying is observed or reported during the five day period, it will be added to the written report, and reported to the headteacher.
6. If no incidents are observed, class teacher will see the child/children involved to discuss the next steps, if any eg continued observation, discussion between the reporting child and alleged bully. If the initial concern has been raised by the child's parents, the class teacher will report back to them.
7. If bullying **is** observed there will be 2 procedures, depending on whether the 'bully' has been disciplined on a previous occasion for a similar breach of school discipline.

For a 'new bully' – the headteacher will see him/her and insist they stop any bullying behaviour immediately. Parents of the bully will be informed.

If the 'bullied' child wishes, the Headteacher will see 'bully' and 'bullied' together to discuss the situation. A child may be supported on these occasions by a sibling, friend or parent if appropriate.

Should he/she continue bullying behaviour which is reported and/or observed, his/her parents will be seen immediately both on their own and with the child.

Parents will be asked to sign a contract that their child will stop bullying.

Behaviour will then be carefully monitored by all staff. The bully and the 'bullied' child will receive further support as appropriate to their needs.

For an 'old' bully ie anyone who has been seen previously by the headteacher for bullying. His/her parents will be seen immediately both on their own and with the child - and the procedure in the previous paragraph will be re-established.

Should bullying continue after this, the school will exclude the pupil for a short fixed term (2 days) leading to a permanent exclusion only as a final resort.

These procedures would be carefully explained to children and parents of 'bully' and 'bullied' at meetings convened for this purpose. The Local Authority and the Governing Body would be involved at this stage.

Children and parents will be made aware of this policy. It is published on the school website.

< ----- **End of Policy** ----- >