

## GREAT MASSINGHAM AND HARPLEY C of E SCHOOLS FEDERATION

### ANTI-BULLYING POLICY SEPTEMBER 2018

Great Massingham and Harpley C of E Primary Schools are committed to preventing and tackling bullying.

We believe that children should

- work without fear,
- achieve through enjoyment,
- lack mental and physical stress,
- feel part of the school and local community
- leave as contented young adults ready to take part in the next stage of their lives

We believe that all forms of bullying are unacceptable and should not be tolerated.

- We want the children at Great Massingham and Harpley Schools to be and feel safe from bullying and discrimination.
- We want everyone who works with children and young people to take bullying seriously and know how to resolve it positively.
- We seek to empower them to challenge, remedy and prevent bullying, creating a culture where everyone is treated with dignity and respect and treats others in the same way.

Bullying is a deliberately hurtful act by an individual or group, repeated over a period of time. It usually involves use of intimidation and can affect an individual or a group. Bullying IS NOT when children and young people of a similar age and size find themselves in conflict.

We understand that bullying is a major concern for young people, their parents and carers and we believe everyone shares the responsibility to address it.

We want children to take advantage of opportunities to:

- Value themselves, their achievements and develop strong self-esteem
- Practice and develop emotional resilience and social skills to manage their feelings and work with others to resolve conflicts calmly
- Be actively involved in anti-bullying initiatives.

We want children parents and carers at Great Massingham and Harpley Schools to:

- Know that we take bullying seriously and want to work in partnership to reduce it
- Understand what bullying is and how to prevent and respond to it
- Feel safe in their communities and confident that they will be listened to and incidents will be dealt with
- Be informed so that they know what to do, where to get help and how to support others who are bullied or bully
- Be able to influence the school's anti-bullying strategy and policy.
- Celebrate differences and choose not to bully or discriminate against others
- Recognise other people's feelings and treat others with respect

In the event a parent feels their child is being bullied they should

1. Speak to the class teacher.

If you are not satisfied with the outcome of this meeting

2. Speak to the Headteacher.

If you feel the problem has still not been resolved

### 3. Speak to the Chair of Governors – Mrs Bev Randall

In the unlikely event that we have not been able to resolve the problem in school you should

### 4. Contact Children's Services at County Hall Tel: 0844 800 8001

At Great Massingham Primary and Harpley Primary Schools we will create environments where children feel safe respected and valued, where bullying behaviour cannot flourish. To achieve this we will:

- Encourage and reflect inclusion in our organisation, ethos, community links, partnerships, curriculum and teaching and learning
- Teach children the skills of mutual respect and co-operation through the use of Social Emotional Aspects of Learning (SEAL) materials in primary and in secondary schools and other relevant curricular approaches through Personal Social Health Education and Employment and Citizenship
- Work with the Healthy Norfolk Schools Programme and attendance team to develop a whole school culture where children feel emotionally safe
- Take part in annual events like national anti-bullying week

We want all staff to:

- Be aware of their legal duties and responsibilities to reduce and respond to bullying in and outside their setting
- Promote, encourage, expect and praise good behaviour, adopting a 'zero tolerance' to bullying
- Be respectful in all their dealings with children and avoid using bullying tactics like sarcasm and derogatory names or abuse their power
- Ensure that all pupils understand about bullying including different forms it takes (physical, verbal, indirect and cyber), the damage it does, what to do about it and where support exists
  - Ensure pupils understand more specific types of bullying: Sexual Harassment – on the grounds of someone's gender or sexual orientation, Racial Harassment – based on race, ethnic or national origin, Religious Harassment – based on religious beliefs or practices and Disability Harassment – based on disability, impairment or additional need.
- Use the curriculum to teach children and young people to understand what bullying is, how to deal with it and how to build emotional resilience, empathy and self-esteem
- Tailor responses to particular forms of bullying and ensure that vulnerable groups susceptible to bullying are supported
- Provide and encourage a safe, listening environment so that children feel able to report bullying anonymously or face-to-face and know that it will be dealt with effectively
  - Provide strategies to support both those who are bullied and those who bully and to help bystanders to become part of the solution
- Seek opportunities to promote participation of children in all aspects of anti-bullying work at school

The School Management Teams and Federated Governing Body will:

- Ensure that staff understand about bullying, including the four different forms it takes (physical, verbal, indirect and cyber), the damage it does, what to do about it and where support exists
- Review the effectiveness of prevention and responses to bullying
- Train all staff to respond promptly and firmly when dealing with incidents and know the breadth of rewards, sanctions and strategies
  - Inform parents and carers about procedures to follow in the event of bullying and the support they can expect to get
- Monitor and record bullying incidents and gather relevant data to inform evaluation of practice and show how the setting is attempting to reduce bullying and bullying behaviours

- Make sure that children, young people, families and carers are engaged and clear about procedures
- Promote a whole-school approach to addressing bullying

Adopted by the Governing Body

Signed ..... Chair of Governors Date.....