

Ratified by Governors
April 2017

Elmwood & Penrose Federation Anti-Bullying Policy

Elmwood & Penrose Federation

Anti-Bullying Policy

Rationale

Elmwood & Penrose Federation regards bullying as a form of behaviour where an individual or group deliberately uses power to hurt or intimidate over a period of time, or in an isolated incident.

In our schools we recognise that bullying could occur between individual pupils and between groups of pupils. It could also happen in the same way between members of staff and also between staff and pupils.

Bullying can happen through text messaging, emails, phone calls and social media sites as well as face to face. As such it is not tolerated at Elmwood and Penrose Federation and this policy presents the appropriate course of action for people to follow. It further follows that the federation must have the will and the means to:

- Discover bullying
- Prevent bullying
- Deal with bullying
- Support the bullied
- Prevent bullies continuing to bully
- Endeavour to assist bullies to change their attitudes so they do not continue bullying.

Definition

Bullying is a behaviour which:

- Is deliberately hurtful (even if the bully does not realise how hurtful)
- Is repeated over a period of time.
- Is very difficult for the bullied to put a stop to it.
- May be physical, verbal and/or indirect (e.g. turning other children against the victim)
- May be online or via phone calls, emails and/or text messaging
- Can have its seriousness measured by gauging the degree of the impact it has on the victim.

Aims

Our aim at Elmwood & Penrose Federation is to create a safe and secure learning environment for all, where bullying cannot thrive. We aim to make Elmwood and Penrose Schools bully free zones.

The federation aims to:

- Support the bullied as a first priority
- Have an ethos in which bullying is less likely to occur
- Implement preventative strategies which make it less likely that it will be repeated

- Encourage victims to disclose and for disclosures not to lead to repercussions
- Consider productive ways of working with bullies aimed at changing attitudes and actions
- Work closely with parents and carers
- We teach pupils about bullying throughout the PSHE curriculum across the federation and through assemblies, anti-bullying week and through the school council.
- All staff are vigilant and responsive (especially when on duty).
- Every instance of bullying is reported, investigated and dealt with and parents are informed.

Preventing Bullying

We aim to prevent bullying through:

- The establishment of an environment in which staff and pupils value one another and support each other. People are listened to and taken seriously and appropriate behaviour is actively encouraged.
- The reinforcement of socially acceptable behaviour through a broad range of curriculum activities.
- The establishment of clear lines of communication between pupils, parents/carers and staff.
- Our commitment to maintaining levels of awareness and knowledge about bullying through staff inset.
- Our commitment to the use of positive reinforcement of appropriate behaviour.
- The positive use of unstructured times.
- Our commitment to monitoring and supervision throughout the school day.

Reporting Bullying

Pupils are encouraged to tell an adult about all incidents of bullying. Staff are responsible for either acting on or referring to a pupils' class teacher information about incidents of bullying. Serious incidents are reported to the Senior Leadership team. These will be recorded on an IR1 form. Incidents of bullying through the use of multimedia should be recorded in the same way and reported to a Senior Leader asap.

Responding to Bullying

Attempts to resolve bullying may include:

- Making it clear that the bullying behaviour is unacceptable.
- Developing empathy and emotional understanding through PSHE work.
- Working around an incident through restorative practice, circle time, PSHE lessons and as a whole school theme through anti-bullying weeks.
- Talking to the victim and making suggestions about strategies to avoid or dealing with bullying behaviour.
- Monitoring all pupils involved and offering counselling and support to those affected.
- Engaging with parents and carers.