



PARK HILL SCHOOL

Anti-bullying Policy

(NB: to be read in conjunction with the Good Behaviour & Discipline Policy)

The general standard of good behaviour expected is set out in the Good Behaviour and Discipline Policy. This Anti-Bullying Policy expands on one aspect of the main policy.

Introduction

Bullying is action taken by one or more persons with the deliberate intention of hurting another, physically and/or emotionally.

Aims and objectives

- Bullying is wrong and damages individuals. Individuals involved are unhappy. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.
- To combat bullying our school has to create a strong ethos that promotes tolerance and respect for difference and diversity.
- As a school community, we aim to produce a safe and secure environment in which all can learn and play without anxiety.
- We aim to produce a consistent school environment that makes bullying rare and also to provide an appropriate response to any bullying incidents that may occur.
- Our aim is to make all those connected with the school aware of our opposition to bullying. We make clear each person's responsibilities with regard to the eradication of bullying in our school.
- Being an educationally inclusive school does not mean treating all pupils in the same way; rather, it involves taking account of pupils' varied life experiences and individual needs, then matching the provision in all areas to those identified needs.

The roles of the Principal and Headmistress

- The Principal and the Headmistress work together to eliminate bullying from Park Hill School. This policy statement makes clear that we shall not allow any such behaviour in our school; any incident of bullying that may occur is taken very seriously and dealt with appropriately.
- The Principal monitors incidents of bullying, if they occur, and regularly reviews the effectiveness of the school policy. The Principal requires the Headmistress to keep accurate records of all incidents of bullying and to report on the effectiveness of school anti-bullying strategies.

- The Principal and/or Headmistress will respond within four working days to any request from a parent to investigate an incident of bullying.
- The Principal and Headmistress set 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. However, it has to be acknowledged that not all bullying in school arises from issues at school. Dealing with some of these issues effectively requires help in the form of liaison with parents or counselling from specialists, for example psychologists and psychotherapists.
- The Headmistress ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Headmistress draws the attention of all pupils to this fact at suitable moments e.g. if an incident occurs, the Headmistress may decide to use an assembly as a forum in which to discuss with the other children how and why the behaviour was wrong.
- The Headmistress ensures that all members of staff receive sufficient training to be equipped to deal with any incident of bullying.

The role of all staff

- Teachers and support staff in our school take all forms of bullying seriously and intervene, wherever possible, to prevent incidents from taking place. They make a record, in the incident log, and file notes of any incidents.
- If staff witness an act of bullying, they do all they can to support the child being bullied. If a child is being bullied over a period of time then, after consultation with the Headmistress, the child's parents are informed.
- Notes are made immediately following an incident. After discussion and action, notes are placed on children's files.
- If, as teachers, we become aware of any bullying, we deal with the issue immediately. This may involve counselling and support for the victim and punishment and/or counselling for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain how and why the action was wrong and endeavour to help that child change his/her behaviour in future. If a child is repeatedly involved in bullying, we inform the Headmistress (who is also the Special Needs Co-ordinator). We then invite the child's parents into the school to discuss the situation. In extreme cases, for example where these initial discussions have proven ineffective, the Principal may contact external support agencies such as the social services.
- Consistency between staff both in how they deal with the same pupil and consistency between how different pupils are treated is essential.
- Class Teachers routinely discuss the subject of bullying, amongst themselves and with their classes and in assemblies. A whole class discussion will take place each term, resulting in production of a set of rules for the class.
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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 and to actively encourage their child to be a positive member of our school community.

Monitoring and review

- This policy is monitored regularly by the Headmistress who reports to the Principal on the effectiveness of the policy.
- This anti-bullying policy is the Principal's responsibility; she will review its effectiveness annually and periodically discuss the policy with the full body of staff.

GS: 07.01; 10.03; 06.08
GS et al: .05.03
GS/KF: 12.05
MDC et al: 09.08
MDC: 11.08
MDC/GS: 12.08; 09.10
EC:11.11