



Anti-Bullying Policy

Last Reviewed	May 2022
Review Period	Annually
Review Due	May 2023

Introduction

West Chinnock and Norton-sub-Hamdon Schools recognise the importance of promoting favourable behaviour patterns, based on mutual respect, between all members of the school community. The Federation believes in the welfare of children and promotes their rights to be safe. The anti-bullying policy forms part of the core behaviour document.

At the Schools, we respect each other's feelings and points of view including cultural or religious beliefs. We recognise that not all children learn at the same rate and extra pastoral care is given to care for each other and each other's belonging at all times. We all work together to make the Schools happy, safe and secure places for all the pupils.

Norton and West Chinnock Schools take the matter of bullying very seriously and promote anti-bullying policies in a planned way; through circle times, ELSA and PSHE Lessons, across the curriculum and in assemblies. The Federation promotes openness and trust to encourage the pupil to tell us that bullying is taking place in the knowledge that it will be dealt with effectively.

DEFINITION

Bullying is repetitive behaviour which upsets/hurts an individual, different individuals or another group. It can be verbal or physical.

A bully is a person or a group who either knowingly or unknowingly, repetitively hurts/upsets individuals or another group physical or psychologically.

COMMUNICATION CHANNELS

When an incident of bullying is reported to a teacher, a teaching assistant or a midday supervisor the matter must be dealt with as a matter of some urgency. The adult may either choose to follow the procedures herself or hand the matter over to the teacher. When the matter is dealt with a brief record should be made in the Behaviour Log Book (held in the staffroom). Bullying requires swift action in order to ensure that there is no more upset caused to the individual pupil; if an incident is deemed serious it must go to the Head Teacher, Deputy or Senior Teacher immediately. If the Head Teacher is not on site that day and the incident may require follow up; they should be notified by telephone or email.

The accepted school definition of bully refers to repetitive acts of aggression on a pupil; a one off incident requires a short, sharp action on the part of the responsible adult in dealing with the aggressor, if it is judged to be serious, the Head Teacher should be told and the parents informed.

ANTI-BULLYING STRATEGIES

When it is felt that a pupil has repetitively intimidated or upset a fellow pupil (following an allegation) the following approach is recommended:

1. Listen to and talk to the victim and find out the names of the pupils who were present at the time of the latest incident. Reassure the victim that you will deal with the matter promptly and set a date for a follow up meeting.
2. Meet with the named pupil(s) as soon as possible following the allegation.
3. Use the no Blame Approach in the first instance in order to treat both pupils fairly and ascertain the full picture of the events.
4. If a clear Bully/Victim incident has occurred talk to them about the upset caused to the victim and how the victim feels. Ask them to suggest ways of moving things forward and monitor the situation.
5. It is good practice to inform parents of what has happened.
6. See the pupils at a follow up meeting and assess whether there is an improvement in the situation.

If there is no improvement in the situation parents must be formally involved and further strategies agreed upon.

In some circumstances when the anti-social behaviour is severe, a sanction such as separation or playground exclusion will be used immediately and before the strategy above is implemented.

In the event of a serious physical assault the pupil(s) must be immediately excluded from other pupils and the matter referred to the Head Teacher, Deputy Head Teacher or Senior Teacher.