



## Vernham Dean Gillum's CE Primary School

### Anti-Bullying Policy

Approved by Governors (Signature Chair of Cttee)
Date

#### Definition of Bullying

Bullying is the wilful, conscious desire to hurt, or threaten or frighten someone else over a period of time. A bully has power over his victim and lacks empathy and guilt. It is important that all pupils and adults are aware that bullying will not be tolerated. This is reinforced by a positive ethos regarding acceptable behaviour inside and outside school.

#### Philosophy

At Vernham Dean Church of England Primary School we are building a Christian school community where members:-

- Value our Christian Values
- Mutually respect each other
- Value each person's individuality and the contribution they make
- Treat each other with respect and courtesy

#### Aims

- We aim to provide a safe, calm learning environment where everyone feels valued
- Consideration towards others, politeness and co-operation are expected at all times
- Staff will demonstrate these qualities in the way they respond to the children, members of staff, parents and other adults involved in the school community
- Positive behaviour will be promoted so children know what acceptable behaviour is

#### Good Practice to discourage bullying

- Children are taught what acceptable behaviour looks like
- Positive behaviour is rewarded
- Bullying is explored through role play in PHSE and our Anti-bullying Day
- Regular circle time giving children opportunities to discuss how they feel

#### Awareness

All staff need to observe carefully for:-

- Children who bully either physically or verbally
- Victims
- Times when bullying may occur e.g. lining up, changing for PE

#### Action

If a case of bullying is reported:-

- Take the report seriously and report it to the Headteacher
- Listen carefully and record incidents
- Mediate between the two parties concerned helping the victim to tell the bully what they have done and how it makes them feel

In order to make the unacceptable nature of the behaviour and the consequence of any repetition clear to the bully:

- Observe the children concerned and alert other adults involved, to monitor the success of the intervention
- Inform parents of both victim and bully
- Ensure a bullied child is introduced to a group of friends
- Use pupils as a positive resource in role-play circle time

Adults being bullied should tell a sympathetic friend who could report to the Headteacher or Governing Body if the victim wishes. The Headteacher or Governor involved should make a confidential report of the incident and any action taken. This should be shared with the Chair of Governors.

Date of policy update : Autumn 2019

Signed.....Headteacher

Signed.....Chair of Governors