



Our vision is for Devonshire to seize every opportunity to develop, learn and grow through enriching experiences.

Reasons for the policy

All pupils at Devonshire Primary School have an equal right to participate and enjoy their education in order to fulfil their potential. Any action which hinders the education and or social development of any student will not be tolerated.

The policy recognises that the Equalities act, 2010 gives schools a general duty to

- Promote equality
- Promote good relations
- Eliminate unlawful discrimination

It is also important to recognise that bullying can take place in all relationships: between pupils, between pupils and staff, or between staff and through the forum of social media.

Bullying can be defined as deliberately hurtful behaviour, repeated over time, which physically or emotionally hurts another individual or group and where it is difficult for those being bullied to defend themselves.

It is important to make the distinction between bullying and friends falling out with each other. Falling out is an inevitable part of a student's life that they need to learn to cope with and resolve. Bullying is neither inevitable nor acceptable.

Bullying can occur through several types of anti-social behaviour. It may be directed towards an individual's special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

Bullying is not a behaviour we accept at Devonshire. It can have a major impact on a child's emotional health and well being. This in turn may lead to impact on physical health and attainment in school. Bullying is a common cause of school absence and can therefore lead to a child falling behind in academic performance and social relationships.

All agencies working with children have a duty to safeguard and promote welfare. This includes dealing with issues such as bullying. For schools this may include bullying that may take place away from the school premises such as while travelling to and from school.

What is the policy going to do?

- Promote positive attitudes towards each other.
- Encourage an atmosphere where bullying does not occur.
- Ensure that staff, pupils, parents and carers are all aware of what constitutes bullying.
- Encourage pupils to report incidents of bullying.
- Ensure that bullying incidents are taken seriously, followed up and dealt with appropriately.
- Encourage everyone to actively challenge bullying whenever and wherever it occurs.

How is the policy going to be put into practice?

- Positive attitudes towards each other will be promoted through the PSHE curriculum (Jigsaw), Circle Time, assemblies, role play, discussion, stories, and all other aspects of school life.
- Anti bullying week will be a focus each year.
- Anti bullying workshops will be used where appropriate.
- Procedures are drawn up for staff to follow when bullying incidents are reported to them (see appendix A)
- Bullying incidents will be taken seriously and dealt with sensitively.
- Staff will be expected to actively promote and implement a whole school ethos that is opposed to bullying in all its forms.
- Pupils will be informed of the school's policy and procedures and encouraged to report incidents of bullying through the PSHE curriculum, assemblies, registration time, school council and notices displayed in classrooms and around the school.
- Information will be provided for parents and carers which explains the school's anti-bullying policy and procedures and provides advice and guidance on support strategies should their child be a victim of bullying.
- Appropriate support for all pupils concerned will be developed and agreed by SLT and the class teacher.

Criteria for Success

- Pupils feel safe, happy and successful at school.
- Pupils, parents and carers have confidence in the school's procedures for dealing with bullying.
- Few incidents of bullying occur.
- Children have a clear understanding of what bullying is.

Monitoring and Evaluation

- A record of all bullying incidents will be kept on the school's record keeping system which will be available to governors.
- The Headteacher will report bullying incidents to the Governing Body on an annual basis.
- Incidents of bullying will be monitored by the Assistant Head teachers.
- Regular review of policy and procedures.

Links with other policies

Behaviour

Child protection

Equal Opportunities

Appendix A

Procedure:

When a pupil feels they are being bullied in any way, they must feel able to go to any member of staff and tell them as soon as possible.

If a pupil becomes aware of the bullying of others they should tell any member of staff knowing that this information will be treated in confidence.

When a parent is aware of a case of bullying they should inform the class teacher immediately. The procedure below will be followed and parents informed of the outcome.

When any non-teaching member of staff is aware of bullying, they should also inform the class teacher immediately.

As soon as a teacher becomes aware of a case of bullying they will

- ensure that the Headteacher is informed and that a record is made.
- ensure that both/all children involved are talked to individually and the incident is thoroughly investigated.
- reassure the victim that they have done the right thing in reporting the situation.
- ensure that parents of all children are contacted explaining the incident and the subsequent actions.
- help both children to avoid the situation in future in a way that is appropriate to the maturity of the child.
- agree a behaviour contract with both children (either formal or informal)
- arrange for the situation to be monitored by all adults involved.

If bullying reoccurs it may lead to

- removal of privileges/time out
- meeting with parents
- temporary/partial/permanent exclusion