

# Sperrinview School

## Anti-bullying policy

**Definition** --- In Sperrinview, we view bullying as any form of behaviour or indiscipline which hurts, intimidates or offends mentally, physically or emotionally, or in any way inhibits another's entitlement to feel safe and secure and enjoy being part of our school community. It is also important to try to distinguish between bullying and challenging behaviour.

**Justification** --- With due deference to any and all legislation focusing on children's rights and our duty to oversee it's implementation, we value our pupils and are committed to the belief that all children are entitled to peace, to grow and develop in the most sympathetic, fertile environment, free from anxiety, fear and trauma. Happy children thrive.

**Implementation.** --- We confront the issue of bullying

Proactively

- by ensuring that we maintain a robust pastoral ethos as agreed and described in our Pastoral Care Policy;
- by teaching our pupils about their rights through PSHE, Assemblies;
- by ensuring that our pupils know that no one is allowed to annoy another through school and class rules;
- by giving them the confidence to tell and always being approachable; PSHE class discussions
- special friends among staff;
- by ensuring that all our systems and procedures guarantee equality of opportunity for all our pupils; eg if a child is always last in the queue, doesn't this, in time, belittle, devalue and oppress?
- by keeping our parents aware of our attitude and approach;
- by enlisting parental support as and when required;
- by having an agreed system for recording and reporting all incidents;
- by using relevant outside agencies to assist our efforts;
- by the example of our own interactions and relationships.

Reactively

by referring to our Discipline and Child Protection policies and using the prescribed strategies to help our pupils control and order their behaviours. We consider these to be an adequate response to any problems of bullying which might occur.

by making the parents of both the bully and victim aware of what has been happening and reassuring them that our responses are for the benefit of all pupils.

by keeping clear records of every incident, response and result.

In line with our pastoral roles and responsibilities every member of staff has an ongoing duty to make sure that our pupils are allowed enjoy an emotionally stable environment.

**And this duty extends to all relationships, pupil/pupil, staff/pupil, staff/staff.**

We need to be aware that members of staff can be bullied. When, and if this happens, the matter will be addressed with the same urgency and seriousness given to any incidence of bullying, mindful of everyone's rights and of the affect this might have on the ability of the staff member involved to carry out his/her duties. A staff member thus affected should bring the matter to the attention of the Principal immediately.

**Evaluation** --- This policy will be evaluated annually, viz a viz our success in preventing, and /or responding to, any incidences of bullying which might occur.

### **Review**

A sub-committee of the Board of Governors will monitor and evaluate the effectiveness of this policy as part of a timetabled, on-going process.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_