



ABRAM BRYN GATES PRIMARY SCHOOL

Anti – Bullying, Harassment and Racial Abuse Policy

A positive whole school discipline plan to foster self-esteem and achievement

Introduction

We believe that children have the right to a safe, secure and caring environment. As a community school we promote family values and encourage and promote high standards in learning and behaviour, so that our children can achieve their full potential.

Pupils are encouraged to develop self-esteem, respect and responsibility for others; as stated in our school prospectus and overall Discipline and Behaviour policy.

Research shows that bullying in its various forms takes place in all areas of society; this is any unwanted behaviour, which causes an individual to feel threatened, humiliated or patronised.

Of course any incidents of this nature will be treated in confidence and given serious consideration. A senior member of staff should be informed, so that the matter can be addressed.

Pupils, staff, governors, visitors, parents, all have the right to be treated fairly and with respect, in a safe and secure working environment.

In dealing with incidents involving any element of bullying, harassment, racial or sexual prejudice, a no blame style approach will be employed. We have a duty to work with both parties to improve positive behaviour.

Such behaviour is a serious offence against the community.

Definition of Bullying

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else. It can be physical violence or verbal abuse, causing unhappiness, stress and fear.

Aims

- To provide a safe, secure and happy environment; in which children may learn, staff teach and all work without fear and harassment.
- To promote positive behaviour and attitudes.
- To counter any incidents of bullying.
- To be alert to signs of bullying in its' many guises.

- To act swiftly to support all those involved.

Procedure

Anyone aware of bullying, including parents and children, should immediately discuss the matter with the Headteacher or senior members of staff.

The incident(s) will then be logged and investigated.

Every effort will be made to resolve the situation amicably.

Should the behaviour recur, a programme of monitoring and reducing the action will be put in place. If necessary involving outside agencies.

Practice

- If bullying is suspected the Headteacher will be informed.
- The incident will be investigated.
- Suitable action will be taken with those involved.
- A report will be filed in the behaviour log.
- A record will be placed on file.
- Parents will be informed and involved.
- If school based strategies are insufficient the guidance of outside agencies will be sought.
- In persistent and extreme cases the Chair of Governors will be informed and possibly the Local Authority.

Reviewed 22.6.16

Next review date June 2020