



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 their 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 appropriate behaviour looks like
- Positive behaviour is praised and if appropriate rewarded
- Bullying is explored through our health and citizenship curriculum , whole school , class and house Worship themes of Friendship/Love/Trust
- Regular times (such as circle times) giving children opportunities to discuss how they feel

Awareness

All staff observe carefully for:-

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

Action

If a case of bullying is reported:-

- The report is taken seriously and reported to the Headteacher
- Each stakeholder is listened to carefully and incident/s accurately recorded
- There is mediation 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 and similarly that the bully is supported to improve their behaviour.

Adults being bullied should tell a sympathetic friend who could report to the Headteacher or if the victim wishes. If the issue is with the Headteacher the staff member should go straight to the Chair of Governors. The Headteacher or Governor involved should make a confidential report of the incident and any action taken. The progress of this should be shared with the Governing body. If the victim feels they are unable to tell a staff member they may wish to discuss their issue with the Hampshire Employee support line.

Date of policy update : Spring 2023
Date of Review: Spring 2024

Signed.....Headteacher

Signed.....Chair of Governors