

<p><b><u>Reviewer</u></b> Head Teacher and SLT</p>	<p style="text-align: center;"><b>BROOKFIELD JUNIOR SCHOOL</b></p> <p style="text-align: center;"><b><u>Anti-Bullying Policy</u></b></p>	<p><b><u>Review date</u></b> June 2018</p>
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**Introduction**

Bullying is *‘persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.’*

Bullying may be verbal, physical, threatening, written. It may include cyber-bullying such as written/pictorial messages sent via on-line communication.

**Aims and Objectives**

Bullying is wrong and damages individual children. At Brookfield, we therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. We aim to promote a culture where all adults and children are treated with respect and so make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

**The Role of Governors**

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

If any parent should make a complaint to the Governing Body about bullying they will respond to the parent/s within ten days of the complaint. In all cases, the Governing Body notifies the Head Teacher, who is asked to conduct an investigation into the case and to report back to a representative of the Governing Body.

<p>Issue Number 7</p>	<p style="text-align: center;">Page 1 of 3</p>	<p style="text-align: right;">First issued April 2001 Last reviewed June 2017</p>
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**The Role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil behaving in such a way would need to be punished.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Should any parent/s contact the school with concerns about bullying the Head Teacher, or a senior colleague, will investigate the alleged incident/s as soon as possible, either that day or the next depending upon when the complaint is made. The Head Teacher or member of the Senior Leadership Team will then contact the complainant to report their findings and to explain what, if necessary, is being done.

**The Role of the Teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head Teacher, the teacher informs the child's parents.

*We keep a record of all incidents of concern including bullying. If any adult witnesses an act of bullying, they record the event.*

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying. We spend time talking to the child who

<p>Issue Number 7</p>	<p>Page 2 of 3</p>	<p>First issued April 2001 Last reviewed June 2017</p>
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has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head Teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies such as the social services or Maidstone Mediation Service.

Teachers and other staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

**The Role of Support Staff**

All Support Staff at Brookfield follow the same guidelines and procedures as class teachers.

In particular they monitor children's behaviour outside of lesson times such as playtimes and lunch break.

**The Role of Brookfield children**

We have high expectations with regard to children's behaviour at our school and children are expected to keep to those standards.

Children who are concerned about the behaviour of others towards them are encouraged to talk to an adult and share their feelings, explaining incidents so that we may investigate and deal with such matters appropriately.

**The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

**Monitoring and Review**

This policy is monitored on a regular basis by the Head Teacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this through discussion with the Head Teacher. Information with regard to gender, age and ethnic background of all children involved in bullying incidents is discussed as and when appropriate.

<p>Issue Number 7</p>	<p style="text-align: center;">Page 3 of 3</p>	<p style="text-align: right;">First issued April 2001 Last reviewed June 2017</p>
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