

Anti-Bullying Policy

At Streatham Wells we regard ourselves as an inclusive school where staff, children and parents work together to create a happy, caring learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Definitions of bullying:

"Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally."

The DfE (Department for Education) 2011 defines the five essential components of bullying as:

- **Intention to harm:** bullying is deliberate, with the intention to cause harm. For example; friends teasing each other in a good natured way is not bullying, but a person teasing another with the intention to deliberately upset them **is** bullying.
- **Harmful outcome:** one or more persons are hurt physically or emotionally.
- **Direct or indirect acts:** bullying can involve direct aggression such as hitting someone as well as indirect acts such as spreading rumours.
- **Repetition:** bullying involves repeated acts of aggression. An isolated aggressive act, like a fight, is not bullying.
- **Unequal power:** bullying involves the abuse of power by one or several people who are (perceived as) more powerful often due to their age, physical strength or psychological resilience.

This policy covers all types of bullying including:

- Bullying relating to race, religion or culture
- Bullying related to special educational needs
- Bullying related to ability
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

At Streatham Wells we will:

- Support staff to promote positive relationships and identify and tackle bullying appropriately
- Make all our children, parents/carers aware of the policy
- Ensure that our children feel safe to learn, abide by our anti bullying policy and are aware that all bullying concerns will be dealt with sensitively and effectively
- Respond to parents/carers regarding any concerns about bullying and deal promptly with any complaints
- Expect parents/carers to work with our school to uphold the anti bullying policy

Strategies for Preventing, Identifying and Responding to Bullying

- Actively provide opportunities to develop our children's emotional and social skills
- Consider all opportunities for addressing bullying including through our curriculum, displays, assemblies, peer support and our School Council
- Respond quickly to reporting of incidents by children, parents/carers
- Ensure appropriate support is given to victims of bullying
- Ensure appropriate sanctions are given to those who have bullied and give them appropriate support to alter their behaviour
- Ensure that our "Rules for Responsible Internet Use" are understood by all children

Roles and Responsibilities

All members of our school community are responsible for the effective working of this policy.

- The Head Teacher and members of Senior Leadership Team communicate this policy and practice regularly to the whole school community
- All members of staff are aware of this policy and implement it accordingly
- Any incident should initially be reported to class teachers who should then report to a member of our Senior Leadership Team if the incident can't be resolved at class teacher level.
- Our Governing Body will take responsibility for the monitoring and regular review of this policy

Autumn 2014

Review Autumn 2016