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Headteacher: Mr Ian Waine

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Anti-Bullying Policy

Rationale:

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable.

Definition of bullying:

Bullying, as opposed to conflict, involves persistent orchestrated power over someone more vulnerable, either by an individual or more typically a group, through physical and emotional intimidation, verbal insults, threats and exclusion.

At Medstead School we believe that:

- children have the right to a secure and happy environment free from threat, harassment and any type of bullying behaviour
- a proactive approach should be taken towards the prevention of bullying
- a consistent approach is needed to behaviour management by all adults involved in our children's care
- there should be a clear commitment to overcoming bullying when it occurs
- discrimination, bullying, or harassment of disabled children and adults, or due to gender or race will be dealt with appropriately and as a matter of priority

We believe that this is best achieved by:

- publicly recognising and rewarding good behaviour
- using role models to exemplify good behaviour
- actively promoting equality in terms of disability, gender and race
- actively discouraging anti-social behaviour
- developing self-esteem and confidence through the implementation of a structured PSHE programme
- making pupils and parents aware of the school's expectations regarding behaviour
- giving children ownership of their code of conduct
- practising a policy of zero tolerance towards bullying
- recording and monitoring incidents of bullying

- making children feel secure enough to share confidences in the knowledge that they will be listened to
- putting in place procedures for supporting both the victim and the bully
- supporting national campaigns to raise awareness and address issues of bullying e.g. Anti-bullying Week

The school regularly monitors the effectiveness of this policy the occurrence of incidents of bullying and these processes include the recording and reporting of incidents relating to racial, disability or gender inequality, and takes appropriate action as necessary.

To be read in conjunction with:

Teaching and Learning Policy
Behaviour Policy
Home/School Agreement
Single Equality Plan
PSHE and Citizenship Policy

Health and Safety Policy
Collective Worship Policy
Religious Education Policy
Child Protection Policy

Review: October 2011

