

UNITED SCHOOLS FEDERATION

St. Michael's C. of E. Nursery & Primary School
St. Catherine's C. of E. VA Nursery and Primary School
St. Mary's C. of E. VA Primary School
Marldon C. of E. VA Primary School



ANTI BULLYING POLICY

The United Schools Federation respects the need that children have the right to be safe and happy.

Our Policy Statement is:

The individual

- Respect every child's needs for, and rights to, a play environment where safety, security, praise, recognition, and opportunity for taking responsibility are available.
- Respect for every individual's feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of other, by acknowledging individual qualities, contributions and progress.
- Ensure safety by having anti-bullying rules and practices, developed with the participation of children and young people, carefully explained and displayed for all to see.

Bullying

- Bullying will not be accepted or condoned. All forms of bullying will be addressed.
Bullying can include:
 - Physical pushing, kicking, hitting, pinching etc.
 - Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
 - Racial taunts, graffiti, gestures
 - Sexual comments, and/or suggestions
 - Unwanted physical contact
- Children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- Appropriate staff and volunteers should have access to training on anti-bullying
- Where a child is found to be exhibiting sexually harmful behaviour to another child, it is important to involve the relevant local Safeguarding Children Board as soon as possible. Each establishment should have clear policies and procedures to ensure that staff and volunteers are aware of the differences between sexually harmful behaviour and bullying behaviour.
- Where a child's bullying behaviour is of a particularly violent or aggressive nature and the establishment is unable to address the behaviour through behaviour management strategies or disciplinary measures within a reasonable time, it is worth considering instigating child protection procedures.
- Incidents should be recorded and actioned in line with the United Schools Federation Policy and Procedures.