



This Policy was updated in June 2017.

The Policy will be reviewed and updated every three years.

Trustee with Responsibility: Jane Randle, Compliance Team

The Treehouse School

## **ANTI-BULLYING POLICY**

### **Rationale**

Bullying is defined as deliberately hurtful behaviour that is repeated over a period of time. It may be verbal, physical or psychological, such as cyber bullying. Any action, which makes another person feel uncomfortable, insecure or threatened, may be defined as bullying. At The Treehouse we acknowledge that bullying destroys relationships, an area that the school sees as a priority: therefore all incidents of bullying will be taken very seriously.

### **Principles**

We aim to:

- build and develop high quality relationships throughout the school – between staff, with and between children, and with parents – we aim to maintain a caring and harmonious atmosphere and ethos where all people connected to the school feel respected, safe and valued;
- ensure that the whole school community understands what bullying means and the impact and damage it can cause;
- make it clear that no bullying of any kind is tolerated at The Treehouse;
- encourage all children to take responsibility for their behaviour and its consequences;
- take a proactive approach to minimise all forms of bullying including cyber bullying.

### **Strategies to Minimise Bullying**

- There will be an emphasis on teamwork, peer support and the development of friendships and relationships within and beyond the school.
- Children will be taught a range of strategies to help them deal with situations that they may encounter including cyber bullying.
- Children, parents and staff will be encouraged to talk openly about any issues that may arise.
- Children will be given a safe place to talk about any incidents and time with a member of staff to talk about strategies they can use.
  
- **Response to Specific Allegations of Bullying**
- Children will be actively encouraged to report any incidents of bullying to a member of staff or their parents.
- Staff will respond calmly and consistently to allegations or incidents of bullying. All allegations of bullying will be carefully investigated.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- The member of staff will discuss the problem with all parties to establish the situation and talk through any issues. An early resolution is sought.
- Those who have been bullied will be reassured and offered support to restore and rebuild their confidence and self-esteem. Those who have bullied will be helped to reflect on their behaviour, the consequences and the need to change. Parents of all parties will be informed.
- The teachers will continue to monitor the situation closely.
- If there is no improvement or further bullying occurs, the child's parent(s) will be contacted in order to discuss the problem further. Individual circumstances will determine the precise arrangements to be made but strategies and support will be given to all parties.
- In cases of severe and persistent bullying, exclusion from school may be necessary.
- No racist, homophobic, sexist language will be tolerated and will be considered a form of verbal bullying.
- All incidents and resolutions will be recorded in the incident book and kept confidential.

**The Treehouse School**  
Nature, nurture and nourishment

**Monitoring, Evaluation and Review**

This policy will be reviewed every three years to enable staff to evaluate its impact and effectiveness.



The Treehouse School