



Anti-Bullying Policy

Western Road Community Primary School

This policy was **adopted on 12th February 2016**

This policy is **due for review in February 2017**

Policy Statement

The ethos of the school, as outlined in Western Road CP School's Teaching and Learning Policy, stresses the importance of co-operation, respect and tolerance of others. It indicates the way in which the school actively encourages an environment in which bullying to or by any person, child or adult, would be wholly unacceptable. In spite of all efforts, there may be occasions when bullying does take place. We believe that any person should feel able to report such an event immediately; safe in the knowledge that it will be taken seriously and dealt with in a sensitive and effective manner.

The school strives to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Trustees, teaching and nonteaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the School policy on bullying: therefore the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

This policy is available on the school website, the shared staff drive and on request from the Deputy Head or Head Teacher. It should be read in conjunction with the following policies:

- Child Protection and Safeguarding Policy
- Computing Policy which references Cyberbullying
- Equal Opportunities Policy
- Behaviour Policy

- SEN/Inclusion Policy
- PSHEE Policy and Schemes of Work
- PREVENT Policy

This document complies with:

- Standard 12: Promoting Positive Behaviour and Relationships
- Equality Act, 2010
- SEND Code of Practice 2014:
- Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies, October 2014
- Keeping Children Safe in Education, DFE, July 2015

Definition of Bullying

Bullying may be defined as any deliberately hurtful behaviour, usually but not exclusively repeated over a period of time, which intentionally hurts another pupil or group physically or emotionally. It is often difficult for those being bullied to defend themselves, and it is often motivated by prejudice. Examples of unacceptable bullying behaviour include:

- Physical (including sexual) abuse
- Verbal abuse: name calling, teasing or making offensive remarks
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, 'sexting', photographs, video and e-mail (please refer to the Computing Policy)
- Indirect emotional tormenting by excluding from social groups or spreading malicious rumours
- Complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidatory but is often hidden and subtle.

Bullying is among the highest concerns that parents have about their children's safety and well-being; it is also a primary concern of children and young people themselves. It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victims. All pupils deserve the opportunity to be helped to understand what acceptable behaviour is. Pupils are educated through PSHEE, assemblies, and the wider curriculum to raise awareness, with discussions of differences between people and the importance of avoiding prejudice. There are criminal laws that apply to harassment, assault and threatening behaviour.

As bullying often involves children with low self-esteem, either as victims or perpetrators, the school actively works to build the self-esteem of all children. This is done by providing a caring supportive environment where children's achievements are celebrated and they are encouraged to develop respect for themselves and others. Children are encouraged not to collude passively when witnessing bullying but to realise that they can do something about it, without fear of reprisal. The school continuously works to provide a suitable environment, which stimulates positive constructive play and thus reduces the likelihood of negative incidents occurring.

Management

Children are taught in PSHEE lessons that it is right and safe to report bullying and that they have a right to ask others not to bully them. The victim and other children must see that reporting an incident results in immediate action that produces a positive and safe result. Bullying may be dealt with by any member of staff but it should be passed onto the class teacher, and may need to be referred to a senior member of staff, or the Head, if considered necessary. The feelings of, and affect upon, the victim of the incident will be taken into account and appropriate support given (e.g. counselling) to victim and perpetrator if deemed necessary. Various strategies may be employed to deal with the event, taking into account the staff's knowledge of the children involved and the circumstances surrounding the event. The provisions within the behaviour policy may be employed and discussion with the bully or bullies may include the victim, if he or she wishes. If appropriate, a 'no blame approach' may be used where the bully and associates are confronted with the feelings of the victim and constructive ways of supporting, rather than punishing, the bully are determined. Staff will consider any underlying causes of bullying that may need further intervention at an individual or group level. Parents should be able to bring reports of bullying to staff, and understand that they will be treated seriously and action taken.

Procedures

Advice for the victim:

1. If you feel able to, confront the bully by verbally making him/her aware that you think that what he/she is doing is wrong.
2. Share your feelings with someone else.
3. If possible talk to a member of staff, such as your teacher, about the incident. There are also people outside the School who would be willing to help:

Childline: 0800 1111

Procedure if a pupil witnesses bullying behaviour

1. Support the victim by offering your friendship and make it clear that in your opinion what is happening to them is wrong.
2. Encourage them to speak out on their own behalf by confronting the bully, or with their permission, confront the bully yourself.
3. Accompany the victim to a trusted adult, or suggest that you see a trusted adult on their behalf.

Procedure for members of Staff

1. Reassure and support the pupils involved as necessary. Advise that you are required to pass details on to the relevant member of the senior leadership team.
2. Inform the Head Teacher. *A Bullying Log (a central log of all complaints or incidents of bullying and the ways with which they were dealt) will be completed Evidence of this is kept in the Bullying Log folder in the Head Teacher's office. Appropriate information is shared with all staff.*
3. In cases of low-level bullying, the class teacher will deal directly with the perpetrators, in consultation with the Senior Leadership team.
4. In cases of physical bullying and those involving Protected Characteristics (including disability, race, religion/beliefs, gender, sexual orientation) the Head Teacher must be informed immediately.

What will happen?

The victim will be interviewed by the class teacher, and if appropriate a member of the senior leadership team. The victim is also given the opportunity to discuss their own reactions and behaviour towards the bully. Parents / carers will be informed, and appropriate support will be given.

After bullying incidents have been dealt with careful monitoring takes place to ensure that the problem has been resolved.