

Woodthorpe Community Primary School

Anti- Bullying Policy

September 2009

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Anti Bullying Policy

(refer also to Behaviour Policy; Safeguarding Policy; Lunchtime Policy; Race Equality Policy; E-safety policy)

Aims

- To provide a framework to help staff to identify and tackle bullying appropriately
- To ensure that pupils are aware that their concerns about bullying will be dealt with sensitively and effectively
- To guide staff in working effectively with parents and carers over bullying issues

Principles

- **It is our duty to provide support to perpetrators and victims of bullying to produce a positive change of behaviour.**
- The policy will direct the practice of all school staff
- It will be based on good practice
- It will involve pupils and parents
- It will be reviewed regularly by staff and Governors to determine its effectiveness.

Introduction

It is our over-riding aim as a school that:

**‘Children achieve their full potential as rounded individuals’ in:
‘a happy healthy safe and secure environment’** (School Development Plan Aims and Mission)

Bullying can lead to unhappiness, low self esteem, poor engagement and low achievement. The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. As a caring, effective school we are working to create a learning community where bullying is not tolerated. Only when issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Definitions

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

We recognise that:

- Bullying causes physical, psychological and emotional pain to the person being bullied often for long periods after the incidents have finished.
- It is not always confined to children.
- It can happen at home, in the workplace and in the community.

Organisation and procedures

Detection

Unless bullying is detected it cannot be eradicated. Adults in schools and at home have to be sensitive to the signs that bullying may be taking place.

- Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.
- There may be evidence of changes in work patterns, lacking concentration or truanting from school.
- Pupils must be encouraged to report bullying in schools.
- All staff in school must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Dealing with incidents

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached

- A clear account of the incident will be recorded on the agreed forms (purple) and given to the head teacher
- The head teacher or nominated colleague will interview all concerned and will record the incident
- Class teachers and appropriate support staff will be kept informed and asked to monitor the situation.
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- being offered an immediate opportunity to discuss the experience with a member of staff of their choice
- being reassured
- being offering continuing support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or carers to help change the attitude of the pupil

The following disciplinary steps may be taken:

- official warnings
- detention including lunchtimes and playtimes
- exclusion from certain areas of school premises
- internal exclusion
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion
- At Woodthorpe we aim to use the following procedure in order to achieve the central aim- **that the bullying ceases and the victim feels reassured and safe.** We are all responsible for prevention, vigilance, modelling positive behaviour and supporting alleged victims and perpetrators of bullying of any kind.
- In following up reports or allegations of bullying or of a racial nature we will investigate thoroughly and treat as bullying or racial unless proven otherwise
- We will use agreed forms with Learning Mentor on *network Resources/ incident forms*
- If made aware of possible bullying we will:
 - give time and space for child to talk- note details;
 - if possible ask to dictate, write or draw about feelings caused by bullying
 - ask permission to share this with alleged perpetrators

- if appropriate ask this group to suggest solutions and a plan to end the child feeling bullied.
- Perhaps include alleged victim in this process
- Make sure report is passed on so that monitoring can follow.

Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in SEAL, PSHE, circle time, assemblies and other learning time, as appropriate, in an attempt to reduce and eradicate bullying behaviour. The School Council, Peer mediators and Sports Leaders will take a lead role in consulting, reporting and supporting pupils around bullying.

Working with children to raise their self esteem, resilience, assertiveness and ability to reflect will also be crucial in preventing and reducing bullying both from the point of view of potential victims and perpetrators.

Monitoring, evaluation and review

The school through the staff, pupil School Council, Governors Parents and Community Committee and parental consultation will review this policy at least annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school at every opportunity.

Chris Thew
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