

## **Watling Street Primary School Anti-Bullying Policy**

### **Introduction**

At Watling Street Primary we recognise that pupils may be bullied in any school or setting, and that preventing and responding to any cases of bullying is of the utmost importance to ensure the safety and well being of our pupils. We are committed to safeguarding and promoting the welfare of pupils and young people, and expect all staff and volunteers to share in this commitment.

This policy is based on the following guidance:

Don't Suffer in Silence Anti Bullying – A Charter for Action.  
Preventing and Tackling Bullying 2017  
School support for children and young people who are bullied 2014  
Cyber bullying: Advice for Head Teachers and school staff 2014  
Advice for parents and carers on cyber bullying 2014  
Sexual violence and sexual harassment between children in schools and colleges 2018

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group. Bullying can produce feelings of powerlessness, isolation, damage the sense of self-worth, and sometimes lead to victims feeling that they are at fault. It can lead to serious and prolonged damage for an individual and their family. DfE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis.

Bullying can be direct (either physical or verbal, cyber) or indirect (for example, being ignored or not spoken to).

Cyber bullying is bullying that is done online or on mobile devices, often using social networks.

Racist bullying is where the victim is targeted for belonging to a particular minority group.

Homophobic bullying is aimed at gay, bisexual, lesbian and transgender targets.

Sexual violence and sexual harassment is also a form of bullying, and can occur between two children of any sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Any incidences of bullying of any nature are immediately challenged.

### **Aims and objectives**

Bullying is wrong and damages individual children. We therefore are determined to promote and develop a school ethos where bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all children can learn, without fear, and where measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### **The Role of governors**

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body does not condone bullying in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately in a timely manner.

The Head Teacher monitors any incidents of bullying within the school that are reported, and reviews the effectiveness of this policy regularly. Where bullying of our pupils outside school is reported to school staff, it will be investigated and acted on. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors and the local authority, on request, about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher, and asks her to conduct an investigation into the case, and to report back to a representative of the governing body.

### **The Role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour at all times. The Head Teacher draws the attention of children to this fact at suitable moments.

The Head Teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of the teacher and support staff**

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers report all incidents that happen in their class, and any other incidents that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Senior Leadership Team (SLT). Teachers and support staff do all they can to support the child who is being bullied, and the child who is bullying. The school has a well established behaviour tracking and recording system.

In any cases of alleged bullying, the Class teacher, the Head Teacher or a member of the senior leadership team will establish the facts and build an accurate picture of events over time, by speaking with the alleged perpetrator(s) and victim(s), parents and witnesses as appropriate.

If the allegation of bullying is upheld the Head Teacher will use a restorative approach with all parties. This may involve counselling and support for the victim of the bullying, and consequences/support for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. All bullying incidents must be recorded.

The pupils' parents are then invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies, such as the social services, the behaviour management support service, or put a behaviour modification programme in place.

All members of staff routinely discuss pupils' behaviour and coping strategies in staff meetings, they also follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying, and to establish a climate of trust and respect for all. These include: drama, role-play, stories, assemblies, PSHE etc., within the formal curriculum to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Teachers use praise and reward, and celebrate the success of all children, and thus help to create a positive atmosphere.

### **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class or the Head Teacher immediately. If they are dissatisfied with the response they should follow the school's complaints procedure, as detailed in the school Prospectus.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

### **The role of pupils**

Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues, they must keep on letting adults know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Peer group mediators (Buddies) are trained to support the anti-bullying policy.

### **All children know which adults they can contact with any concerns about bullying.**

### **Monitoring and review**

Behaviour is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by questioning the Head Teacher and Deputy Head Teacher and through feedback from surveys.

This policy will be reviewed in two years (March 2020), or earlier if necessary

**Signed:**

**Date: 26.03.2018**