

ANTI BULLYING POLICY
(version 6.0)

Name of the School: Weston Favell CE Primary School

Committee/Person(s) Responsible: TLPO Committee
Deputy Headteacher, Governors

Distribution: Governors/staff

Review Date: November 2020

Policy written by Governors' C & L Committee and adopted at Full Governing Body meeting March 2005.

Document Reviews

Version	C & L	Adopted Full Govs	Comments	Initial
1.0	February 2005	March 2005		SH
2.0	February 2006	March 2006		SH
3.0	Feb 2010	March 2010		SH
4.0	January 2012	29/03/12	No changes made	SH
5.0	November 2014	11/14	Significant changes	SH
6.0	November 2017	12/17		JR

ANTI-BULLYING POLICY

Rationale

Weston Favell CE Primary School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of our environment.

Principles

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

2. Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

3. Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Persistent teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Links with other school policies

This Anti-bullying policy relates directly to other curriculum policies such as our Behaviour Policy, PSHE Policy, Acceptable use of the Internet Policy, our Collective Worship Policy and our Child Protection Policy.

Role Of The Subject Leader

Our PSHE leader is responsible for promoting the anti-bullying message throughout school. Responsibilities include:

- Awareness raising sessions with parents and staff
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of children through class and school council meetings

- Organising an annual Anti-Bullying week.
- Monitoring, evaluating and reviewing any bullying incidents in school.

4. Responsibilities Of All Stakeholders

Staff

Our staff will:

- Foster our pupils' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (name of teacher and post, eg our designated teacher for child protection/head of pastoral care).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Reinforce the anti bullying message through our PSHE programme – Jigsaw.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to the headteacher/ deputy headteacher/ Family support worker or class teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying in trying to ascertain the truth and pointing out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should:

- Work together to combat and to eradicate bullying.

Procedures For Dealing With Incidents Of Bullying Behaviour

- Staff take steps to support and respond to the needs of both bullied and bullying pupils.
- Records are kept by class teachers and reported at weekly staff meetings