



WILDRIDINGS PRIMARY SCHOOL

Anti-Bullying Policy

		Signature	Date
Headteacher	Mr Simon Cope		

Reviewed by	Simon Cope
Approved by SLT	March 2020
Next Review	January 2023

Wildridings Anti-Bullying Policy

The school has a 'duty of care' towards its pupils with regard to bullying. The Headteacher and staff stand in 'loco parentis' (in place of parents). This duty of care includes protecting pupils from harm from bullying.

This policy takes full account of the school's legal obligation under the Education Act to:

- have a policy to prevent all forms of bullying amongst pupils
- make a written copy of the anti-bullying statement available on request
- set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

Aims of this policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable.
- To enable everyone to feel safe at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes, as well as their behaviour, and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

Objectives

- To maintain and develop effective listening systems for pupils and staff within the school
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider school community (e.g. lunchtime controllers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school community on the subject of bullying.
- To acknowledge the key role of the class teacher in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate, shared with relevant organisations.

Definition of Bullying

Bullying can be defined in a number of ways. Wildridings Primary School follows DfE guidance which defines bullying as:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally." (DfE 2012)

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new way for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day. It is when one person or a group of people try to threaten or embarrass someone else using a mobile phone or the internet. Cyber-bullying is just as harmful as bullying in the real world and will be dealt with in the same way.

Warning Signs

Running away, non-attendance at school, other learning and behavioural difficulties for no obvious reason, the child has injuries with no feasible explanation for them. At Wildridings we are keen to identify early signs of bullying and children are encouraged to tell a teacher, parent or friend if they are being bullied.

Our School Beliefs

At Wildridings Primary School, we believe that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength, not weakness.
- All members of our school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- All of us have the responsibility to help, in any way we can, if we see someone that is being abused or bullied.
- Our pupils should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils should be involved in decision making about matters that concern them.
- We all have a duty to protect individuals from bullying and other forms of abuse.

Equal Opportunities and Inclusion

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

Recording of and Response to Bullying Incidents

All complaints of alleged bullying incidents from both children and parents are taken seriously and investigated fully. Any member of staff must report any incidents of bullying to the class teacher or senior member of staff.

Incidents of bullying are recorded on an Incident Form and given to the Headteacher for scrutiny and, if necessary, further investigation. These records will be kept on file in the Headteacher's office and in behaviour records within the classroom.

Incidents will be dealt with as detailed in the Behaviour Policy. If the bullying is not resolved and is repeated, the Headteacher will meet with parents of the children or parties involved and take further action. Severe, persistent bullying will lead to exclusion or Disciplinary Procedure.

Parental Involvement

At Wildridings we encourage parents to maintain a strong communication link with Class Teachers, the Headteacher and the Family Support Adviser. Should any incidents arise the first link of communication is with the Class Teacher.

Procedures for Investigating a Bullying Incident

1. Listen to and record the victim's report of the incident.
2. Listen to and record the witness's report of the incident.
3. Meet with all parties involved – discuss and record their report of the incident.
4. Record agreed steps to be taken to improve situation, such as sanctions e.g. remove bully/bullies from playground, remove any privileges according to seriousness of incident – length of time to be stated.
5. Agree with parties involved the strategies to avoid future bullying e.g. circle times, face to face meeting with victim/s - give an agreed timescale to resolve situation. Agree a date for a meeting to review the incident.
6. All adults involved in the case will frequently monitor the situation and ensure that the victim/s feels safe and secure.
7. Review meeting – if situation is not resolved further steps will be taken including parental involvement, a Personal Support Plan for the bully to adhere to. Failing that, exclusion would be the next option.
8. Involvement of other agencies such as Social Services or the Police Youth Liaison Officer may also be the next option. All adults involved in the case will frequently monitor the situation and ensure that the victim feels safe and secure.

Strategies to Reduce Bullying

The school adopts a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. These include: co-operative group work, circle time, Circle of Friends (when appropriate), peer mediation, lunchtime assistant training, buddy systems, PSHCE programmes, self-esteem workshops.

Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child Protection procedures should be followed when any disclosures are made. Where it is clear that a pupil would benefit from the involvement of external support, staff should seek consent of the parents to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will be encouraged to talk to their parent / carer. While we cannot guarantee confidentiality, pupils will be informed of national and local help lines, if appropriate, where confidentiality can be maintained.