

WESTERTON PRIMARY ACADEMY



A member of
Leodis
Academies
Trust



ANTI-BULLYING POLICY

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Introduction

Bullying is the repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Aims of the Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Statutory Duty of Schools

We recognise that children are capable of abusing their peers and that child on child abuse can manifest in many different ways, including bullying and Cyberbullying. Principals have a legal duty under the School Standards and Framework Act 1998 to draw up procedures among pupils and to bring these procedures to the attention of staff, parents and pupils.

What is bullying?

Bullying is behaviour which:

- * Deliberately makes another person feel uncomfortable, distressed or threatened
- * Is repeated over time
- * Makes those being bullied feel powerless to defend themselves
- * Can include racist, sexist, homophobic, biphobic or transphobic behaviour.

These types of abuse can occur online and/ or face to face (both physical and verbal). It is very clear that this type of abuse should always be treated seriously, and never just as banter or part of growing up. Our school has a zero tolerance approach to such attitudes and behaviours.

How we work to combat bullying

Through the entire school ethos, curriculum and assemblies we will promote the values of co-operative behaviour, respect for others and establishing effective relationships.

- * A high emphasis is placed on the visits and classroom work of the community police discussing bullying and establishing a 'bully free zone' at the School.
- * We will encourage pupils through the School Council and Preventative Curriculum Council to monitor and combat the extent of bullying at the School and to be involved in discussion and formulation of further anti-bullying work.
- * We will teach children to challenge bullying behaviour

- * We will emphasise the need for bystanders to take an active stand against bullying
- * Presenting a firm stand against bullying is thus a responsibility of every member of the school – staff and pupils.
- * It is vital that staff are approachable and consider all reports of bullying carefully.
- * Our code of behaviour is shared with all staff involved in teaching or supervising children. Both teaching staff and supervisory staff need to support each other's authority at lunchtime and daily verbal feedback between the midday supervisors and teaching staff is necessary to monitor the quality of playtime activity.

The Role of the Teacher

Teachers in our schools take all forms of bullying seriously and intervene to prevent incidents from taking place. They make records of all incidents that happen in their class and that they are aware of in the school on CPOMS.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If it is identified that a child is being bullied over a period of time, then, after consultation with the Principal the teacher informs the child's parents.

If teachers become aware of any bullying taking place between members of a class, they are dealt with immediately. This may involve counselling and support for the victim of the bullying and the child who has carried out the bullying will be reprimanded.

It is important when dealing with incidents of suspected bullying to listen carefully to all parties involved. It is important to record the accounts of other children/bystanders to gain a complete picture of any incidents which should then get recorded on CPOMS.

Teachers spend time talking to the child who has bullied, explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future. The child's parents are invited into the school to discuss the situation.

A log of proven incidents of bullying will be kept by the Principal.

The role of the Principal

It is the responsibility of the Principal to implement the anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying.

The Principal reports to the Local Committee about the effectiveness of the anti-bullying policy on request.

They ensure that all children know that bullying is wrong and that it is unacceptable behaviour. They draw the attention of children to this fact at suitable moments. For example, if an incident occurs the Principal may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong and the impact it has on others.

The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

They set the school climate of mutual support and praise for success, so 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.

Role of Local Committee

The Local Committee need to ensure that all pupils, staff and parents are informed of the academy policy and procedures for dealing with bullying.

Local Committee should check that a summary of the policy is outlined in the School prospectus.

The Local Committee will check that incidents of bullying are being handled in a fair, consistent manner that supports victims and deters bullies.

Where specific complaints about bullying are received from parents, Committee members will seek to satisfy themselves that the incidents are investigated thoroughly and sympathetically.

Role of Pupils

Children are encouraged to speak out about experiences of bullying.

Children are taught on a regular basis through the curriculum and assembly opportunities about the steps individuals should take to challenge bullying behaviour:

Role of Parents and Carers

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 teacher immediately.

Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school.

Parents should reassure their child if they disclose incidents of bullying

They should talk to the Principal about any disclosures and not approach the child or the parents of another child.

If the problem is not resolved, they have the right to contact Leodis Trust for investigation.

Cyber-bullying

This is where inappropriate, mischievous or nasty comments are sent or posted by text, email or onto social networking sites. It is more likely to occur outside school time as our computer network has filters and monitoring controls. We do not allow use of mobile phones at school or on residential visits.

We bring the issue of e-safety, including cyber-bullying, to the attention of pupils through assemblies, PSHCE and more specifically through our Computing curriculum. This includes advice on reporting abuse e.g. to family, staff or CEOP (Child Exploitation and Online Protection Centre)

Parents are informed of e-safety issues through induction talks, the home-school agreement, the prospectus and newsletters.

Although cyber-bullying may take place outside the school day, its negative effects can spill in to the school day as it can impact on pupils' emotional well-being that in turn affects learning. We therefore deem it our right to address such issues.

If we suspect that a pupil has made inappropriate use of electronic messaging then we will take appropriate action.

Please refer to the Schools Acceptable Use Policy and E-safety Policy.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Principal, who reports to the Local Committee about the effectiveness of the policy on request.

This anti-bullying policy is the responsibility of the Local Committee and they review its effectiveness annually. They do this by examining the Trust's anti-bullying logbook and by discussion with the Principal.

The Local Committee analyses information with regard to gender, age and ethnic background of all children involved in bullying incidents.