



Anti-Bullying Policy

Safeguarding Statement

West Heath Primary will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunity to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality or disability. West Heath Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment. Please also refer to the No Platform, Visiting Speaker Policy.

Anti-Bullying Policy

Audience

This policy is intended to be read by all members of The School Community.

Procedures:

- This policy is implemented alongside the school's Behaviour policy.
- As part of the school's Values curriculum, planned opportunities are found to explore and discuss bullying in both class and assemblies.
- All incidents of bullying are taken very seriously and dealt with quickly.
- Children who are bullied can be asked to write down or draw their concerns. For some this is easier than talking about it.
- Those pupils who engage in bullying behaviour are held to account for their behaviour. For example through the round of assertive questioning and the use of responsibility sheets. They always have to apologise and demonstrate how their behaviour and actions are going to change for the better.
- All staff dealing with bullying incidents will involve either the Learning Mentor or a member of the Senior Leadership Team.
- The School Council is regularly involved in reviewing behaviour and playground experiences.
- Prefects support pupils with existing or potential conflict.
- Named staff support vulnerable pupils through a Pastoral Care Plan. Progress is reviewed each half term at supervision meetings involving some or all of the following: Learning Mentor, SENCO, SLT members.
- Some pupils are directed to and benefit from inclusion in a range of guided activities on offer at lunchtimes.
- Incidents of bullying are recorded in the anti bullying log.
- Incidents of bullying are reviewed on a termly basis, by the Learning Mentor and/or SLT.
- All Racist behaviour is recorded in a separate log and reviewed on a termly basis.
- All Homophobic behaviour is recorded in a separate log and reviewed on a termly basis.
- The school takes this aspect of school life very seriously and will work closely with parents and pupils to resolve pastoral issues.

Involvement of Parents/Carers:

It is essential to involve parents when bullying has taken place. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meetings is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim.

We will ensure that:

- Parents are clear about the joint problem solving focus.
- They have been given enough notice.
- The meeting is uninterrupted.
- Parents' right to express their opinion is respected and they have an opportunity to have their say.
- The meeting is purposeful and ends on a positive note.

If Bullying occurs:

- A secure environment is provided in which incidents can be reported confidently.
- A log is kept of bullying incidents (including the date of the incidents).
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner.
- All pupils should be aware / shown that bullying is taken seriously.
- Consistency is of the upmost importance in the recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The person who has bullied should be encouraged to behave in an acceptable way and given necessary support.
- Interventions should be closely monitored and followed up appropriately.

Aims and Objectives of the Anti-Bullying Policy:

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the schools anti-bullying policy is and follow it when bullying or cyberbullying is reported.
- All pupils and parents should be aware of the procedures to follow in the schools anti-bullying policy.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves. It is important for all Governors, staff, parents and children to understand that children can be victims or perpetrators of bullying behaviours, but that if they are not deliberately hurtful and repeated over a period of time then the individual act is not bullying. All acts of bullying behaviour will be dealt with in line with our behaviour policy and will be investigated by the Learning Mentor or a member of SLT to determine whether or not they were an act of bullying.

The main types of bullying behaviour are:

- **Emotional** – being unfriendly, excluding, tormenting (eg. hiding books, threatening gestures)
- **Physical** – pushing, kicking, hitting, punching or any use of violence.
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing.
- **Racist** – racial taunts, graffiti, gestures.
- **Sexual** – unwanted physical contact or sexually abusive comments.
- **Sexual orientation** – cause of, or focussing on sexuality.
- **Virtual/Cyber-bullying** – use of emails, texts, social networks, creation of websites, intended to cause upset or distress.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be the victim of bullying. Everybody has a right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

If bullying behaviour does occur all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively. It is our collective responsibility as members of West Heath Primary School to report bullying in order to protect the rights of others within our school community. We ensure that all parents, staff and pupils have full access to this policy via the school website or the school office.

Developing effective anti bullying practice is essential because it promotes

- ✓ The rights of the individual and the responsibility of all
- ✓ Awareness of safeguarding responsibilities
- ✓ Individual wellbeing
- ✓ Positive behaviour and learning attitudes
- ✓ Good attendance
- ✓ A safe, secure and happy environment
- ✓ Good citizenship in our local and wider community

For pupils who experience bullying behaviour

- To be heard and to know how to get help and support from others.
- To be offered targeted support so they feel safe.
- To be provided with opportunities and strategies to rebuild confidence and resilience.
- To be provided with a range of strategies to avoid potential opportunities to be bullied.

For pupils who engage in bullying behaviour

- To take responsibility for what they say and do.
- To be held to account both individually and collectively for their behaviour.
- To learn how to behave in ways that do not hurt others, both physically and emotionally, by developing their awareness, skills and knowledge.
- To learn that they can take steps to repair the harm they have caused and restore relationships.

For the school

- To take bullying very seriously and record and review incidents of bullying
- To embrace anti-bullying within the Values Education work of the school and appropriate curriculum opportunities
- To promote a climate in which that bullying and violence are not tolerated and cannot flourish
- To ensure staff model positive relationships through their dialogue and actions
- To make sure that all members of the school community are engaged in developing and reviewing anti-bullying work of the school.
- To set up peer support systems to prevent and respond to bullying.
- To enable all children to be clear about the role they can take to prevent bullying, including the role of bystanders.
- To promote safe play areas
- To work in partnership with parents, associated professionals and community partners to promote safe school and local communities.

For parents

- To understand that the school does not tolerate bullying
- To know how to report concerns and get help if their child is being bullied.
- To have confidence that the school will take any report of bullying seriously and investigate the concerns quickly.
- To work with the school by increasing the skills and knowledge of children who find themselves bullied. This will include knowledge of the school procedures and may include skills to avoid being targeted.

For the governing body

- To ensure that there is a written statement of general principles
- To promote the wellbeing of pupils by safeguarding and promoting their welfare
- Together with the headteacher, to review the policy in terms of effectiveness and impact.

External support:

- Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk
- Kidscape – www.kidscape.org.uk
- Childline – 08001111 / www.childline.org.uk
- Bullying online – www.bullyingonline.co.uk
- Parentline plus – www.parentlineplus.org.uk
- Cyberbullying.org – www.cyberbullying.org.uk

This policy should be read in conjunction with other school policies and guidelines including the Behaviour, E- Safety, R.E., PSHE, Safeguarding, and Values Education Policies. All these policies can be found on the school website.