



ANTI-BULLYING POLICY

Both staff and pupil wellbeing have been considered in the review of this policy.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a '*TELLING*' school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. We believe in listening to children and spend a great deal of time and effort in ensuring that their voices are heard, and their opinions valued. We always aim to be fair and listen to all sides in order to gain a full perspective of the issue. We have a clear policy of rewards and sanctions to encourage appropriate behaviour.

What Is Bullying?

Bullying results in pain and distress to the victim and is repeated behaviour, not an isolated, 'one-off' incident. It is the use of aggression and threats with the intention of hurting another person and can take many forms.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumors, teasing
- Cyber All areas of internet, such as email & internet social media misuse
Mobile threats by text messaging and calls
Misuse of associated technology, i.e. camera and video facilities



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Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and to be listened to if they are worried. Pupils who are bullying need to learn different ways of behaving and we recognise our responsibility to respond promptly and effectively to issues of bullying and to be exemplary role models to all pupils in our care.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is (and what it is not).
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying incidents are reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously and it will not be tolerated. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic) or feels ill in the morning
- begins to truant
- becomes withdrawn anxious, or lacking in confidence, starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- unexplained lack of progress in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings



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- stops eating
- displays evidence of self harm
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous or jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and investigated.

Procedures

1. Pupils should report bullying incidents to staff whether it affects them directly or one of their peers. They can tell their class teacher, support staff or Lunchtime Supervisors if incidents occur at lunchtime.
2. The bullying behaviour or threats of bullying must be investigated promptly, and the bullying stopped quickly.
3. All pupils involved will be interviewed and a 'Restorative Circle' instigated if appropriate, to 'air' the problem. If it cannot be resolved easily, the deputy headteacher, or headteacher may be asked to intervene.
4. In cases of serious bullying, the incidents will be recorded by staff and siblings may also be interviewed to gain further information. Parents will be notified and will be asked to come in to a meeting to discuss the problem.
5. The bully (or bullies) will be counselled on how to change their behaviour and they will be monitored and observed for a period of time.
6. If necessary and appropriate, in very serious cases (which are extremely rare) police may be consulted.

Outcomes

- 1) An open discussion will take place (if all parties are willing) in the form of a 'Restorative Circle' so that the perpetrator/s have to face their victim.
- 2) If possible, the pupils will be reconciled and the bully (bullies) may be asked to genuinely apologise and meet specific conditions.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) In serious cases which are not satisfactorily resolved, exclusion could be considered, but only as a last resort when other sanctions have failed.



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Prevention

We will use KIDSCAPE methods for helping children to prevent bullying, as and when appropriate, but particularly in our SEAL Anti-Bullying unit of work during National Anti-Bullying week. These may include:

- writing a set of school rules/a class charter
- signing a behaviour contract (in specific cases)
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

Footnote:

At Westfield School we are aware that children can fall in and out of friends on a regular basis and that the vast majority of disagreements are not considered to be of a 'bullying' nature. We recognise that we must prepare children for adult life and part of this education is about dealing with conflict in its many forms and recognising how to deal with the range of emotions everyone feels, both positive and negative. Our PSHCE/SEAL spiral curriculum builds on previous skills and understanding right from Reception through to Year 6, by examining how we all react to a range of situations and challenges. (See PSHCE policy). We use 'Circle Times' to give pupils the opportunity to speak and be heard and to reinforce the importance of listening to and understanding one another's feelings and actions and developing problem solving strategies.

We aim to be proactive rather than reactive.

Monitoring, Review and the Governing Body

At Westfield School we routinely monitor and evaluate the effectiveness of all our policies and procedures and where there are indicators for change or improvement, we act accordingly. Pupils are surveyed regularly and their views sought on how they feel about specific aspects of school life, particularly bullying and whether they feel safe in school. We pride ourselves on their last unanimous response that they do feel safe and know who to approach if they have a problem. Governors are also consulted at each stage of the review process and changes to the policy are passed by them.



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WHO CAN HELP?

Teachers, Teaching Assistants, Lunchtime Supervisors, or any adults in school

Child Protection Co-ordinator or Pastoral leader

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Bullying Online www.bullying.co.uk

This policy should be read in conjunction with the school's PSHCE, Child Protection, and Behaviour policies.