

# Anti-bullying Policy

## 1 Defining Bullying

- 1.1** Bullying is deliberate, persistent, behaviour repeated over time that intentionally hurts another individual or group, either physically or emotionally, where it is difficult for those being bullied to defend themselves.
- 1.2** We ensure that children, staff and parents understand the difference between bullying and isolated incidences of poor behavior. Both are unacceptable to the school and staff will deal with these incidences under the Behaviour and Discipline Policy.
- 1.3** Bullying can be short term or continuous over longer periods of time. It can take place during the school day as well as out of school and in cyberspace.
- 1.4** Bullying may be:

Emotional	Being unfriendly, excluding, or tormenting (e.g. hiding books, threatening gestures).
Physical	Pushing, kicking, hitting, punching or any use of violence.
Racial	Racial taunts, graffiti, or gestures.
Sexual	Unwanted physical contact or sexually abusive comments.
Homophobic	Because of, or focusing on the issue of sexuality.
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours and teasing.
Cyber bullying	All areas of internet, such as email, social network and internet chat room misuse. Mobile threats by text, messages, calls, emails or posts. Misuse of associated technology, i.e. camera and recording facilities.

- 1.5** Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism or sexual bullying

## 2 Principles and Values

- 2.1** It is acknowledged that bullying is wrong and can be damaging to children's emotional and physical wellbeing. Therefore, bullying in any form is treated with zero tolerance.
- 2.2** Pupils and parents/carers should be assured that they will be supported when reporting any incident of bullying.

- 2.3 The ethos of our school fosters high expectations of outstanding behaviour, modeled by governors and staff alike, and we will challenge any behaviour that falls below this.

### 3 Aims and Objectives

**All Governors, staff, parents and pupils should understand what the school's policy is on bullying and know what they should do if bullying arises. We aim to:**

- 3.1 Ensure a consistent and fair school response to any bullying incidents that may occur.
- 3.2 Provide a safe and secure environment where all can learn without anxiety, free from abuse, where children feel valued and trusted, and where they can discuss their opinions and concerns openly without fear of disregard or ridicule.
- 3.3 Develop a school ethos which reduces the likelihood of bullying in any form and ensures any such behaviour is regarded as unacceptable.
- 3.4 Make all those connected with the school aware of our opposition to bullying, and make clear each person's responsibilities with regard to the eradication of bullying at Watlington School.

### 4 Roles and Responsibilities of all staff across the school - teaching and non teaching

- 4.1 All staff should have a clear understanding of what bullying is, know what the school policy is on bullying, and follow it when bullying is reported.
- 4.2 All forms of bullying, including cyber bullying, are taken seriously and staff intervene to prevent incidents taking place. They keep their own records of all incidents that happen in their class and that they are aware of both outside as well as inside school.
- 4.3 If staff witness an act of bullying, they do all they can to support the child who is being bullied and inform the head teacher. Any incidences of name calling are responded to consistently by using the prompt cards - See Appendix 2. In cases of cyber bullying individuals will be reported to the appropriate 'report abuse' section of the network site.
- 4.4 Teachers work on anti-bullying through preventative work all the time as we work to build children's self-respect for others, tolerance and empathy. A climate of trust is established by praising, rewarding and celebrating the success of all children.
- 4.5 If staff become aware of any bullying taking place between members of a class, the issue is dealt with immediately. Time is spent talking to the child/ren who has bullied: explaining why their actions were wrong, and endeavour to help the child/ren change their behaviour in future. The head teacher is informed and if necessary the child's parents are invited into school to discuss the situation. In extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies.
- 4.6 Staff routinely discuss behaviour issues to ensure consistent responses.

## **5 Additional Responsibilities of the Head teacher**

- 5.1** It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 5.2** The head teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss why this behaviour was wrong and sanctions that are to be applied.
- 5.3** The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 5.4** The head teacher sets 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, welcoming and accepting school community, bullying is far less likely to be part of their behaviour.

## **6 Additional Responsibilities of the Governors**

- 6.1** The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 6.2** The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 6.3** The governing body responds within ten days to any request from a parent/carer to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## **7 The Role of Parents/Carers**

- 7.1** All parents/carers should have a clear understanding of what bullying is, know what the school policy is on bullying, and what they should do if bullying arises.
- 7.2** Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child/ren to be a positive member of the school.
- 7.3** Parents /carers who are concerned that their child might be being bullied, or who suspects that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

- 7.4 Within the school grounds, appropriate behaviour should be demonstrated by parents/carers at all times.
- 7.5 Parents/carers are encouraged to participate in the consultation process in the development of the anti-bullying policy and its procedures.

## **8 The Role of Pupils**

- 8.1 All pupils should have a clear understanding of what bullying is, know what the school policy is on bullying, and what they should do if bullying arises.
- 8.2 Any incidents of bullying should be reported to a member of staff, whether directed at themselves or at somebody else.
- 8.3 Pupils must take responsibility for their personal behaviour and actions and treat one another with respect and kindness.
- 8.4 All pupils can help to prevent bullying by participating in writing class rules, signing a home-school agreement, taking part in or listening to anti-bullying assemblies, participating in discussions around bullying during family circle time or PSHE and taking part in Anti-bullying week.
- 8.5 Pupils are encouraged to participate in the consultation process in the development of the anti-bullying policy and its procedures via in-school questionnaires, offering information, opinions and suggestions.

## **9 Monitoring and Review**

- 9.1 This policy is monitored on a day do day basis by the head teacher, who reports to governors about the effectiveness of the policy on request.
- 9.2 This policy is the responsibility of the governors who must review it's effectiveness by examining the school's anti-bullying log book and by discussion with the head teacher. Governors analyse information for patterns of pupils, places or groups and look out in particular for racist bullying or bullying directed at children with disabilities or special educational needs.
- 9.3 This policy will be monitored and evaluated annually as part of the School Development and Improvement Plan.

**Signed.....Chair of Governors**

**Agreed by Governors on .....**

# Appendix I

## Guidance for Parents/Carers

- Report bullying incidents to the class teacher
- In serious cases, you will be informed and asked to come into school for a meeting to discuss the issue
- Any bullying behaviour or threats of bullying will be fully investigated
- Every attempt will be made to help the bully/bullies change their behaviour

### **Please Do Not:**

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents/carers
- Encourage your child/ren to be 'a bully' back

**Both of these will only make the problem much harder to solve**

## HELP ORGANISATIONS

Childline	0800 1111
KIDSCAPE Parents Helpline	020 7730 3300
Bullying UK	0808 800 2222
NSPCC Parents Helpline	0808 800 5000

## **Appendix II**

**The following card is issued to all staff and is used to ensure a consistent response to any name calling**

### **Response to Name Calling**

1. At Watlington we do not tolerate such language.
2. Do you realise what you've said is offensive/ homophobic/ racist?
3. Would you feel happy if someone called you that?
4. Language like that is unacceptable.
5. I'm not happy with what you have said.
6. This will be reported.