



Whitchurch C.E. Junior School

Anti-bullying policy

Updated: September 2016

Taking into account:

- 'Safe to Learn: Embedding anti-bullying work in schools' (DCSF, 2007)
- Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2009

Context

Bullying takes place in schools as it does in other work places.

The aim of the anti-bullying policy is to ensure that pupils in this school 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. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

Bullying is defined as:

- behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

(Safe to Learn: Embedding anti-bullying work in schools' (DCSF, 2007)

Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2009)

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)
- physical

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet (Cyber Bullying)
- producing offensive graffiti
- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying in this school by posters displayed in school and through our Anti-Bullying weeks.

Parents are informed of the school's stance on antibullying, its definition of bullying and how parents and the school can work together through our annual Anti-Bullying leaflet.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately.

Legal framework

The Education and Inspections Act 2006 requires that head teachers must determine measures on behaviour and discipline that form the school's behaviour policy, acting in accordance with the governing body's statement of principles in so doing. Measures, in this context, include rules, rewards, sanctions and behaviour management strategies. The policy determined by the head teacher must include measures to be taken with a view to "encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils". As bullying is part of the school's safeguarding duties to protect children, this policy needs to be read in conjunction with the school's Child Protection policy.

The DCSF guidance (paragraph 3) states that, "Pupils must not be excluded from school for being bullied, even if the school believes they are doing so for the child's benefit. The legislation on exclusion in the Education Act 2002 makes clear that "exclude... means exclude on disciplinary grounds".

Other related policies

This policy is linked directly to the following policies:

- **Behaviour Policy**
- **Child Protection Policy**
- **Confidentiality Policy/statement**
- **Equal Opportunities (Race Equality, Disability Equality, SEN policies)**
- **PSHE policy.**

Roles and responsibilities

The role of the Governing body

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually.

The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour.

Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these through a termly report from the Head Teacher.

The aims of the school's anti-bullying strategies and intervention systems are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- react to bullying incidents in a reasonable, proportionate and consistent way
- safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

The role of the head teacher and staff

1. Policy and procedures

- There is a senior member of staff who leads on anti-bullying:

Ms Diana West: Headteacher

Ms Sarah Walsh Deputy headteacher

- All staff are made aware of this policy and its clear links to other key policies.
- The following steps will be taken by staff when dealing with incidents:

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- each incident will be investigated thoroughly, sensitively and effectively
- a clear account of the incident, actions taken and review date will be recorded in the Anti-Bullying record given to the head teacher/senior manager and kept in Head Teachers office so incidents can be monitored
- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour
- the school will inform the Local Authority of any racist incident.

2. Pupil support

- Pupils who have been bullied will be supported as appropriate by:
 - having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - being reassured
 - being offered support
 - raising their self-esteem and confidence
 - being encouraged to report further issues
 - arranging a review date/time to discuss outcomes and appropriate follow-up
- Pupils who have bullied will be supported by:
 - having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - establishing what behaviour was inappropriate and why the pupil became involved
 - establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
 - informing parents/carers of agreed actions, and establishing how they can support
 - arranging a review date/time to discuss outcomes and appropriate follow-up

3. Curriculum

- Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE(SEAL), and other subject areas e.g. English.
- The policy will be promoted and implemented throughout the school through the Anti-Bullying charter that is reviewed annually with the school council and posters around the school.
- Whole School Assemblies as well as in-class discussions promote the school's clear **values**.

Monitoring, evaluation and review

- The school will review this policy annually and assess its implementation and effectiveness regularly by the Head Teacher monitoring the Anti-Bullying book on a termly basis.

This policy was reviewed by:

- pupils (class/school council)
- staff (at a staff meeting in Spring 2008)
- governors (at the Spring 2008 Full Governing body)

Date of policy review: March 2014 This update Sept 2016 Date ratified by the governors: March 2011