



Anti-Bullying Policy

Policy lead:	Head teacher
Link Governor:	Mr C Phillips
Date of last review:	March 2017
Date for next review:	March 2019



WIDEWELL PRIMARY ACADEMY ANTI-BULLYING POLICY

Widewell Primary Academy Aims and Mission Statement

At Widewell Primary Academy, we welcome all and believe everyone matters.

Our vision for our school is that it is a place of excellence and innovation, where children's skills, knowledge and values grow.

Our aims reflect our beliefs and values, and represent our vision and what we want to achieve as a school community. Our aims are translated into priorities to move the school forward and meet the challenges of an ever-changing world.

- Nurture self-esteem through the celebration of children's achievements.
- Promote inclusive values, and foster positive attitudes to all people, races, religions and ways of life.
- Deliver a dynamic and innovative curriculum that challenges, excites and inspires children to achieve their best.
- Promote collective responsibility for raised standards and improved pupil outcomes by ensuring that everyone understands their role in contributing to the success of the school.
- Create an inclusive learning culture where children and others within the school community are challenged in their thinking, strive for continuous improvement and are committed to life-long learning.
- Help children develop an understanding of citizenship and empower them to make valuable contributions locally and globally. Engage with the school and wider community to enrich and enhance children's achievement and personal development.
- Set high expectations to enable pupils to become effective, enthusiastic, independent learners.
- Create a happy, caring and supportive environment based on a spirit of co-operation between the school, local churches and the local community. Ensure the safety of every child and promote opportunities to adopt a healthy and active lifestyle.
- Treat children and others fairly, equitably, and with dignity and respect, to maintain an inclusive school culture.
- Embed consistently applied policies and practices that ensure the effective day-to-day running of the school and support strategic leadership and management.

RATIONALE

At Widewell Primary Academy, we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated. The Academy has developed an ethos that encourages positive behaviour. The majority of relationships are based on mutual respect, trust, caring and consideration for others, rather than on power and strength. This policy document has been developed in order to underwrite and strengthen an already successful behaviour policy. It empowers both children and adults and encompasses the following aims:

AIMS

- To instil habits of self-discipline in all children;
- To help every child to become a responsible and caring member of the the school and wider community;
- To encourage each child and adult to help maintain a happy and purposeful atmosphere within the school.

IMPLEMENTATION

What is Bullying?

Bullying is any form of repeated behaviour, which causes a person to be unhappy. It is not an everyday falling out between children, which happens as they develop their own views and opinions as they grow up. Bullying can occur through several types of anti-social behaviour. It can be:

- a) Physical: A child can be physically punched, kicked, hit, spat at, etc.
- b) Verbal: This can take the form of name-calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- c) Exclusion: A child can be bullied simply by being excluded from discussions/activities.
- d) Damage to Property or Theft: Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, the Headteacher and class teachers will discuss bullying and reinforce the following strategies:

- a) Remember that your silence is the bully's greatest weapon.
- b) Tell yourself that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's distress.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Be assertive – say "stop it" or "I don't like that!". Walk confidently away. Go straight to a teacher or member of staff.

- g) Fighting back may make things worse.
- h) Generally it is best to tell an adult you trust straight away. You will get immediate support.
- i) Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if You Know Someone Is Being Bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappier and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not support or pretend to be friends with a bully.

Role Of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- d) If a child has bullied your child, please do not approach that child or their parent on the playground or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Role Of School

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- a) Talk to the suspected victim, and any witnesses.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Widewell Primary Academy. It may be appropriate to talk to the bully and their victim together so they have a clear understanding of how they are making each other feel and what they can do to stop the bullying.
- c) Both victim and bully should be offered support. The victim, to ensure they know the situation is being resolved and do not experience this type of behaviour again; the bully, to ensure their behaviour changes and they do not repeat this type of behaviour.
- d) If the bully owns up then sanctions procedures outlined in the Behaviour Policy can be followed or an agreement about future behaviour patterns can be arrived at with the clear

understanding that this will be monitored regularly to ensure compliance.

e) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure or refer to the Lead Behaviour Professional (Headteacher).

f) Continue monitoring the situation to ensure no repetition.

g) If a bullying issue cannot be resolved by the class teacher and/or Key Stage Leader the bullying issue will be referred to the Lead Behaviour Professional.

h) Records of incidents of bullying are given to the Lead Behaviour Professional and stored in the Behaviour Log.

j) Once an incident has been referred to the Lead Behaviour Professional parents/carers will be kept informed about progress in dealing with a bullying issue and will be asked to play their part in the monitoring process by informing the school immediately if bullying issues reoccur.

Monitoring

This policy is reviewed by the Governing Body as necessary or as a minimum every two years in line with the Behaviour Policy.

Reviewed March 2017

Next review March 2019