



WEMBURY PRIMARY SCHOOL

Policy adopted by Governing Body on 26th February 2019

Reviewed February 2021

Review Date: February 2023

Wembury Primary School Anti-Bullying Policy

Rationale

At Wembury Primary School our aim is to provide a safe and secure learning environment for everyone in our school community, one which is conducive to effective teaching and learning, free from intimidation and fear.

The purpose of this document is to promote the consistency of approach and create a climate where all types of bullying are regarded as unacceptable.

Aims

In combating bullying, the school aims to:

1. Create a secure and happy environment free from threat, harassment and any type of bullying behaviour.
2. Treat all children fairly, with respect and dignity.
3. Encourage, within the school community, a positive attitude towards relationships.
4. Work, through a partnership of parents, staff and pupils to raise the awareness of the issue of any bullying.

What is bullying?

There are many definitions of bullying, but it is generally accepted to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

There are three main types of bullying:

1. PHYSICAL – hitting, kicking, taking belongings
2. VERBAL – name calling, insulting, making offensive remarks
3. INDIRECT – spreading nasty stories about someone, unreasonable exclusion from social groups, being made the subject of a malicious rumour, threatening, including the use of cyber-bullying (e-mail, texts etc)

Pupils' understanding varies with age: KS1 may confuse bullying with fighting and nasty experiences, generally making it difficult to identify actual bullying. KS2 children tend to develop a more mature understanding.

Impact of Bullying

Bullying can seriously damage a person's sense of worth and impact on their learning and development; affecting their confidence and ability to cope. It can lead to serious and prolonged emotional damage for an individual.

Bullying can take place between pupils; between pupils and staff; between staff; between staff and parents; between parents; by individuals or groups; face to face; directly or indirectly, including cyberbullying.

Strategies

If bullying is suspected we will:

- Talk to the suspected victim and any witness
- Identify the perpetrator and talk about what has happened, to discover why they became involved. Make it clear that bullying, of any kind, is unacceptable at Wembury Primary
- Action following an incident will depend upon the severity of the incident:
 1. warning given in first instance
 2. if it is more serious or repeated behaviour contact is made with parents/carers
 3. parents/carers invited in to discuss the incident and ways forward
 4. follow-up meeting to review progress
 5. if bullying continues then a warning given before exclusion (This may be an exclusion during the lunch hour or from school, dependent on the incident)
 6. the headteacher may make the decision to exclude the child immediately, pending incident. The parents then have the right to appeal to the Governing Body and WeST

Other strategies for dealing with bullying:

- records and monitoring of all incidents will be retained in order to identify and address any persistent offender
- the policy will be reviewed annually in order to ensure that staff are continuously aware of the policy and also their individual responsibilities
- involving the whole school community so that there is a consistent approach by all members of staff
- include in the curriculum, at all stages, topics and activities, which promote positive behaviour (e.g. circle –time, British Values, Social Emotional Aspects of Learning (SEAL), Personal Social Health Emotional (PSHE), Social Moral Spiritual Cultural (SMSC), school council, Meal Time Assistant (MTA) training.)
- through the use of Playleaders (Pupils in Year 5&6), who have undergone training to look out for, and be aware of, individuals/groups, as a first means of intervention and reporting
- to be a 'listening school' where pupils are encouraged to be open and honest when dealing with any bullying issues

Role of Parents

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

- Look out for unusual behaviour in your children – e.g. they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.

- Always take an active role in your child's education. Enquire how the day has gone, who they have spent their time with etc, focussing on the positive.
- If you feel your child may be a victim of bullying behaviour inform the school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or outside of school, or involve an older child to deal with the perpetrator. Please inform the school immediately.
- It is important that you advise your child not to retaliate. It can make matters worse!
- Reinforce the school's policy concerning bullying and make sure the child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them, stress the importance of sociable behaviour and inform the school. The matter will be dealt with appropriately.
- Be aware of your child's online activity, if they have access to a mobile phone, similar devices or the internet.

Wembury Primary's anti-bullying policy is an integral part of promoting positive behaviour within our school. To achieve such a policy demands the agreement and support of children, staff and parents at all times. Where standards of good behaviour and discipline are insisted on children can most easily work towards positive social, relations and habits of self-discipline if bullying is suspected in school.

(This policy needs to be read in conjunction with our Behaviour & Discipline, Rewards & Sanctions Policy and our Safeguarding Policy.)