



## Anti-Bullying Policy

November 2017

### Our Vision

- We value every child's individuality.
- We value the development of the whole child-academically, physically, emotionally, socially and spiritually.
- We value a broad and rich experience, alongside academic success.
- We value a happy, caring, sustainable, and safe environment.
- We value the contribution we make to, and receive from, parents and the wider community.
- We value the development of all staff to achieve their full potential.
- We value dynamic leadership and management.

### Introduction

1.0 Wanborough Primary School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at school.

## 2. What is Bullying?

2.1 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

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

### c). Exclusion

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

### 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.

3. As a school we teach our children that if they are being bullied they should:

- Tell themselves that they do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who they are. It is good to be individual.
- Try not to show that they are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Tell an adult that the child trusts straight away. They will get immediate support.

Teachers will take the child seriously and will deal with bullies in a way which will end the bullying and will not make things worse for the child.

We also teach other children to take action if they know someone is being bullied and tell an adult immediately.

4. We ask parents to work in partnership with us and:
  - a) Look for unusual behaviour in their children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
  - b) Always take an active role in their child's education. Listen to how their day has gone, who they have spent their time with, how lunch time was spent without making it feel like an interrogation.
  - c) If they feel their child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Their complaint will be taken seriously and appropriate action will follow.
  - d) It is important that they advise their child not to fight back. It can make matters worse!
  - e) Tell their own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
  - f) Make sure their child is fully aware of the School policy concerning bullying, and that they will not be afraid to ask for help.
  
5. As a school we:
  - a) Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
  - b) Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme.
  - c) Have posters in every classroom to inform the children what to do if they are being bullied or have seen bullying.
  - d) Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
  - e) Regularly review the School Policy and its degree of success.
  - f) Have a firm but fair discipline structure. The rules should be few, simple and easy to understand.

- g) Do not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, gender, etc.
- h) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- i) Encourage pupils to treat everyone with respect.
- j) Treat bullying as a serious offence and take every possible action to eradicate it from our School.
- k) Organise specific anti-bullying events, including cyber-bullying.

6. Action to be taken when bullying is suspected:

6.1 If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken ensuring everything is documented and the SLT are informed immediately.

- Help, support and counseling will be given as is appropriate to both the victims and the bullies:

6.2 We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- Informing the victims' parents/guardians.
- By offering continuing support when they feel they need it.
- By taking one or more of the seven disciplinary steps described below to prevent more bullying.

6.3 We also discipline, yet try to help the bullies in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to eradicate prejudiced attitudes as far as possible.
- By taking one or more of the seven disciplinary steps described below to prevent more bullying.

7. Disciplinary steps

1. They will be warned officially to stop offending.
2. Informing the bullies' parents/guardians.
3. They may be excluded from the School premises at break and/or lunch times.
4. We may arrange for them to be escorted to and from the School premises.
5. If they do not stop bullying they will be suspended for a minor fixed period (one or two days).
6. If they then carry on they will be recommended for suspension for a major fixed period (up to five days) or an indefinite period.
7. If they will not end such behaviour, they will be recommended for permanent exclusion.

8. Responsibility

In order for this policy to be successful every member of the school community must make anti-bullying a high priority. Everyone must be committed to ensuring our school is a safe and happy place for everyone.

Approved (FGB): November 2017

Next Review: November 2018