

WHITCHURCH COMBINED SCHOOL ANTI-BULLYING POLICY



This policy should be read in conjunction with the school's Behaviour policy.

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying and harassment occur and their impact on individuals and the school as a whole
- To have in place an anti-bullying support system, that all staff and pupils understand and to apply the system consistently

Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy
- Will seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves effectively. Behaviour of this nature is unacceptable in our school. Isolated incidents of aggressive or antisocial behaviour do not constitute actual bullying. Nor do ongoing patterns of making and breaking of friendships where both parties are equally responsible. Nevertheless, such behaviour also has a detrimental effect on pupils' ability to focus on learning, and will need to be addressed.

The four main types of bullying are:

- physical (hitting, kicking, theft, etc.)
- verbal (name calling, racist remarks, etc.)
- indirect (spreading rumours, excluding someone from social groups, etc.)
- electronic –inappropriate text messaging and electronic messaging through websites

Bullying can happen to anyone. This policy covers all types of bullying including:

- race, religion or culture
- special educational needs
- appearance or health concerns
- sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying
- cyber bullying

Whitchurch Combined School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work or behaviour patterns, and a lack of concentration.

Pupils must always be encouraged to report bullying to an adult in school whom they trust. This may be their class teacher, a classroom assistant, a mid-day supervisor or the headteacher. In addition, all staff must be alert to signs of bullying and act promptly and firmly against it. A worry box is available for indirect/anonymous disclosure

Statutory Duty of Schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. This duty is exercised through the publication of this policy, and by providing appropriate staff training.

Roles

Staff

We expect staff to:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, school council, PSHE, RE and Citizenship
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Work with our nominated anti-bullying lead staff member so that the anti-bullying policy can be properly enforced and monitored
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of help lines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

Parents/Carers

We expect that parents/ carers will:

- Understand and engage with everything that is being done to make sure their child enjoys and is safe at school

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Governors

We expect that Governors will:

- Support the Headteacher and staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Implementation

We will take the following steps when dealing with disclosures or observations of bullying:

- If bullying is suspected or reported, the matter will be dealt with as soon as possible by the member of staff involved. Alternatively, he/she may refer the matter to a senior colleague. (For example, a mid-day supervisor might report a disclosure of bullying to the child's class teacher or to the headteacher.)

- If a case of bullying is clearly established, a clear account of the incident should be recorded and referred to the relevant class teacher and the head teacher if they are not otherwise involved.
- The headteacher may interview all concerned.
- The senior person dealing with an incident of bullying will decide whether or not parents of all those involved need to be informed. This will depend on the severity of the antisocial behaviour, and its effect. The headteacher will provide advice as necessary.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil by offering them the support of adults in school
- restoring their self-esteem and confidence
- discovering why the bully acted as he/she did, and why the pupil became involved
- establishing the bully's guilt, and having him/her acknowledge the need to change
- teaching the victim new skills they can use to deal with antisocial behaviour (eg assertiveness);
- re-interviewing all parties at one or more pre-arranged intervals (to check whether the situation has improved)
- informing parents/carers of all parties as appropriate

The following disciplinary steps can be taken:

- official warnings (formally recorded) to cease offending
- lose of playtime
- withdrawal of privileges
- Pastoral Support Plan (PSP)
- calling in parents
- exclusion (in extreme cases only)- internal and external

Within the curriculum the school will raise the awareness of the nature of bullying and how to deal with it by discussions in PSHE, Circle Time, Assemblies and other subject areas as appropriate. Pupils should be taught that bullying is unacceptable, and that they must confide in an adult if they are subjected to it. Also, pupils should be helped to develop their self-esteem and social skills so they can resist antisocial behaviour.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The Headteacher will keep a log of all bullying incidents.

Trends and strategies are analysed by the nominated member of staff responsible for anti-bullying for inclusion in the Headteacher's Annual Report to the Governing Body on Safeguarding Children and are reported termly to Governors.

Mrs R Mobbs

Date of next review is September 2027