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Windrush Valley School

Policy Documents Annual Review Record

Citation	<u>This document shall be cited as:</u> Anti-Bullying Policy <u>and incorporating the following policies:</u> Behaviour and discipline Policy Child Protection and Safeguarding Policy
Person responsible	Headteacher
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Anti-Bullying Policy

Introduction

This policy applies to all children including those in the EYFS. Bullying is deliberately hurtful action, often repeated over time, by one or more children with the intention of hurting another pupil or group, either physically, verbally or emotionally. It is often motivated by prejudice against particular groups; for example, through acts of a racial, religious, cultural, sexual, sexist, homophobic nature or against those with special educational needs and disability; or because a child is adopted or a carer. It may occur directly or through cyber-technology (social websites, mobile phones, text messages, photographs and email).

The school recognises that children with special educational needs and disabilities (SEND) can be disproportionately impacted by things like bullying- without outwardly showing any signs. It recognises that communication barriers and difficulties need to be overcome in order to ensure the safety and welfare of such children.

Bullying is a safeguarding matter that, if left unresolved, can become a child protection matter. Our school will take seriously any bullying concerns and both investigate and act to protect pupils where appropriate. We will liaise with the anti-bullying coordinator from the local authority where appropriate.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber (social websites, mobile phones, text messages, photographs and email).

Children who are 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 patterns, lacking concentration or truanting from school.

The school does not and will not tolerate bullying in any form. All incidents of bullying, both in and out of school, are recorded and parents are informed immediately of all incidents concerning their child, whether as victims or perpetrators.

Aims and objectives

We constantly work to prevent bullying, by developing a school ethos in which bullying is visibly unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school

aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Parents are expected to support the Headteacher in all attempts to eliminate bullying from our school.

The role of the Headteacher

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The Headteacher implements the school's anti-bullying strategy and ensures that all staff, through induction and training, are aware of the school's policy and know how to deal with incidents of bullying. The Headteacher responds immediately to any request from a parent to investigate incidents of bullying and always investigates the case prior to reporting back to the parents. In cases of severe and persistent bullying the Headteacher will use strong sanctions; including if necessary, exclusion and referral if necessary to the police or children's social care.

The role of the teacher

Teachers support all children in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. They inform the Headteacher immediately of any reports, allegations or incidents of bullying. Teachers will support the child who is being bullied. This may involve counselling and support for the victim and punishment for the perpetrator. Time is spent talking to the perpetrator(s): explaining why the action was wrong. We endeavour to help the child change their behaviour in future. Where appropriate, teachers may attend training, which enables them to become better equipped to deal with incidents of bullying and behaviour management. Teachers will endeavour to use educational elements of 'Our World' curriculum; such as personal, social and health education (PSHE), assemblies, projects, drama, stories, literature, historical events, current affairs and so on as vehicles to tackle bullying. Teachers in the EYFS will use puppetry and other age-appropriate material to actively promote good inter-personal behaviour.

The role of parents

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator; either in or out of school, are encouraged to contact their child's class teacher immediately.

Procedures to follow in the event of bullying

School

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, by
 - speaking directly to the victim and perpetrator
 - enlisting the class/friendships group co-operation to provide support to the victim
 - reporting directly to the class teacher (if not already involved)

- a clear written account of the incident will be given to the Headteacher
- if it persists the Headteacher will involve the parents of both parties, and
 - enlist their support for the school's on-going action plan
 - apply punitive measures as appropriate
- ❖ Should these measures not be effective, or the severity of the bullying increases, the school will refer the matter to either the police or children's social care as appropriate.

Pupils

- Pupils who have been bullied [the victim(s)] will be supported by:
 - offering an immediate opportunity to discuss the experience with the class teacher or member of staff of their choice
 - reassuring the pupil
 - offering continuous support
 - restoring self-esteem and confidence.
- Pupils who have bullied [the perpetrator(s)] will be helped by:
 - discussing what happened
 - discovering why the pupil became involved
 - establishing the wrong doing and need to change
 - informing parents or guardians to help change the attitude of the pupil.

The Headteacher will use a range of sanctions, including:

- official warnings to cease offending
- detention
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion
- referral to the police or children's social care as appropriate

Allegations against a member of staff will be dealt with through the school's Disciplinary and Grievance Procedure.

For further information on Cyber Bullying, staff should consult:

DfE Cyberbullying: Advice for headteachers and school staff 2014.

Monitoring and review

The Headteacher monitors this policy on a day-to-day basis and analyses this information with regard to gender, age, SEND and ethnic background of all children involved in bullying incidents. The Proprietor monitors the effectiveness of this policy on an annual basis

Alan Wood

September 2018

