



## ANTI-BULLYING SCHOOL POLICY

### **Introduction**

*We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.*

**Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.**

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

This document must be read in conjunction with our **Behaviour Policy** which is a comprehensive policy including all strategies/action to be used in cases of inappropriate behaviour which includes bullying. It should also be read in conjunction with our **Internet & Website E-Safety Policy**. The policy is based on the supporting documents: Preventing and Tackling Bullying 2014, School Support for Children and Young People who are bullied 2014, Cyber Bullying Advice for Head teachers and School Staff 2014, Advice for Parents and Carers on Cyber Bullying 2014

### **Bullying: A definition**

“A repeated action carried out on purpose. There are different types of bullying, which include: physically hurting someone, teasing and name calling, making threats and cyber bullying using phones or on-line.” All instances of or allegations of bullying are taken very seriously. At Wentworth CofE we do not tolerate bullying.

**Physical bullying**

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**Physical Bullying:** This is when a bully attacks someone by punching, kicking, hitting or pushing them.

### **Verbal Bullying**

This happens when a bully uses words to hurt or frighten someone e.g. name calling, threatening, taunting, mimicking.

### **Silent Bullying**

This happens when a bully makes a child feel upset by ignoring them all the time or stopping them joining in play or following them round constantly.

### **Cyber Bullying**

This the use of mobile phones, instant messaging, e-mail, chat rooms or social networking sites such as Facebook, Snapchat and Twitter to harass, threaten or intimidate someone.

### **Aims & Objectives**

- ✓ To develop a School environment that is both safe and secure for all pupils to learn without anxiety in which bullying is regarded as unacceptable
- ✓ To have in place established and consistent systems that will deal with incidents of bullying that may occur
- ✓ To develop confident children who will notify staff of any incident of bullying.
- ✓ To inform everyone connected with the School of the School's anti-bullying policy and our opposition bullying.
- ✓ To work with other Schools to share good practice in order to improve this policy.
- ✓ To make clear each person's responsibilities with regard to the prevention of and dealing with any bullying in our School.

### **Responsibility for the Policy and Procedure**

#### **Role of the Governing Body**

The Governing Body will not condone any bullying and has:

- ✓ delegated powers and responsibilities to the Head Teacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
- ✓ the governing body monitors the number of incidents of bullying that occur. They do this by examining the School's records of bullying and by discussion with the Head Teacher.
- ✓ delegated powers and responsibilities to the Head Teacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- ✓ responsibility for ensuring that the School complies with all equalities legislation;

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- ✓ responsibility for ensuring this policy and all policies are maintained and updated regularly;
- ✓ responsibility for ensuring all policies are made available to parents;
- ✓ the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- ✓ nominated a link governor to visit the school regularly, to liaise with the Head Teacher and the coordinator and to report back to the Governing Body;
- ✓ responsibility for the effective implementation, monitoring and evaluation of this policy

### **Role of the Head Teacher**

Under Section 157 of the Education and Inspections Act 2006 the Head Teacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils. Therefore, the Head Teacher will:

- ✓ implement this policy;
- ✓ ensure that all School personnel (teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying
- ✓ work to create a safe, secure, caring and friendly school environment for all the children; 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.
- ✓ ensure that all pupils understand that bullying is wrong and is unacceptable behaviour through PSHE, School assemblies and wider curriculum learning;
- ✓ ensure that all parents aware of this policy and that we do not tolerate bullying;
- ✓ respond and deal with all incidents of bullying;
- ✓ keep records of all incidents of bullying;
- ✓ work closely with the link governor and coordinator; reports to the governing body about the effectiveness of the anti -bullying policy on request.
- ✓ Discuss any incidents with parents and carers
- ✓ provide leadership and vision in respect of equality;
- ✓ provide guidance, support and training to all staff;
- ✓ monitor the effectiveness of this policy;
- ✓ annually report to the Governing Body on the success and development of this policy

## **Role of School Personnel**

School personnel will:

Teachers in our School take all forms of bullying seriously. Teachers aim to support all children in their class and to establish a climate of trust and respect for all. They keep records of incidents that happen relating to children in their class.

- ✓ comply with this policy;
- ✓ be aware of the signs of bullying in order to prevent bullying taking place;
- ✓ take all forms of bullying seriously;
- ✓ encourage pupils to report any incidents of bullying to any member of the School personnel;
- ✓ report all incidents of bullying;
- ✓ raise awareness of the wrongs of bullying through PSHE;
- ✓ if staff become aware of any bullying taking place involving members of their class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. They also spend time talking to the child who has bullied: explaining why the action of the child was wrong, and endeavouring to help the child change their behaviour in future.
- ✓ Speak to the Head Teacher or Deputy Head Teacher about any concerns
- ✓ use preventative strategies such as circle time and buddy systems;
- ✓ undertake the appropriate training;
- ✓ report and deal with all incidents of discrimination;
- ✓ attend appropriate training sessions on equality;
- ✓ report any concerns they have on any aspect of the School community
- ✓ Keep records of incidents that relate to children in their care

In the unlikely event that the situation is not resolved a member of the Senior Leadership Team/Head Teacher will investigate and resolve the matter.

**Role of Pupils**

Pupils must:

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- ✓ be aware of and comply with this policy;
- ✓ report if they are being bullied;
- ✓ report if they see someone being bullied;
- ✓ discuss ways of preventing bullying through the School council
- ✓ listen carefully to all instructions given by the teacher;
- ✓ ask for further help if they do not understand;
- ✓ treat others, their work and equipment with respect;
- ✓ talk to others without shouting and will use language which is neither abusive nor offensive;
- ✓ support the School rules and guidance necessary to ensure the smooth running of the School;
- ✓ liaise with the School council;
- ✓ take part in questionnaires and surveys

### **Role of the School Council**

The School Council will be involved in:

- ✓ determining this policy with the Governing Body;
- ✓ discussing improvements to this policy during the School year;
- ✓ organising surveys to gauge the thoughts of all pupils;
- ✓ reviewing the effectiveness of this policy with the Governing Body

### **Role of Parents**

Parents must:

- ✓ be aware of and support this policy;
- ✓ encourage their child to be a positive member of the School and behave in an appropriate way
- ✓ report to the School any concerns they have of their child being bullied or may be the perpetrator of bullying should report immediately to the child's class teacher, If they still have concerns or feel their concern is not being dealt with by the class teacher they should contact the Head Teacher or Deputy Head Teacher in the first instance who will investigate the matter and report back to the parents.
- ✓ be assured that the School will deal with all incidents of bullying;
- ✓ be assured that they will be informed of incidents and will be involved in discussions;
- ✓ be asked to take part periodic surveys conducted by the School;
- ✓ support the School rules and guidance necessary to ensure smooth running of the School

### **Raising Awareness of this Policy**

We will raise awareness of this policy via:

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- ✓ the School website
- ✓ the Staff Handbook
- ✓ meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops so that they are kept up to date with new information and guide lines concerning equal opportunities.
- ✓ School events, such as Anti-Bullying Week in November
- ✓ meetings with School personnel
- ✓ communications with home such as weekly newsletters and of end of half term newsletters
- ✓ reports such annual report to parents and Head Teacher reports to the Governing Body
- ✓ information displays in the main school entrance

### **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. **This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil.**

### **Effective Date**

This policy became effective in summer 2016, will reviewed in summer 2018.