



WINWICK CE PRIMARY SCHOOL

Policy for Anti-Bullying

Date of Approval:	March 2017
Signed: Chair of Governing Body	<i>Lysa Randle</i>
Signed: Executive Headteacher	<i>Sue Dymond</i>
To be reviewed by:	September 2018

This policy expands on the bullying section in the behaviour policy and must be used in conjunction with it. The general aims are the same as contained in the behaviour policy. Staff and children must be fully aware of what is meant by bullying and the following definitions can be used:

WHAT IS BULLYING?

Any repeated words or actions, which are aimed at causing someone to feel frightened, miserable and helpless in school.

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful;
- Repeated over a period of time;
- Difficult for victims to defend themselves against.

Bullying can take many forms, but three main types are:

- Physical: hitting, kicking, taking belongings;
- Verbal: name calling, insulting, making offensive remarks;
- Indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.

General

- Everybody has a right to come to school and be safe from unkindness, threats and violence.
- People who bully need to be stopped and made to understand that this behaviour is unacceptable.
- People who are bullied need to learn how to avoid it happening to them.
- At school we can only help if people are willing to talk to us about bullying.
- In this document we will explain to students, parents and staff what we will do when someone talks to us about bullying.

As a school we are committed to not only dealing with bullying but to do all that we can to prevent it happening in the first place. We seek to build self-esteem in students and to develop tolerance of others. We use curriculum time during Personal, Social and Health Education (PSHE) lessons and circle time to explore issues around bullying and consider other people's points of view. Our aim is to raise awareness about bullying, our anti-bullying policy and the strategies of support we have in school. We also teach all students assertiveness skills and how to manage their relationships with others.

Our anti-bullying policy encourages pupils to speak to an adult in school if they are being bullied and promises that the disclosure will be taken seriously and acted on. Other children will be encouraged to also inform adults if they are aware of pupils being bullied.

If they are approached by a pupil, **all adults** have the responsibility to listen and pass on details to the Headteacher. The Headteacher will then investigate and follow up. They will keep all the appropriate people informed during the period of investigation and follow-up. Once the investigation has been completed the action that is required will be determined and communicated to all appropriate people.

The procedures for all staff are as follows:

1. Attend to what has been said **immediately**. Establish the facts, gathering evidence from relevant sources.
2. Reassure the child that (s)he was right to tell you
3. Talk to both parties.
4. Inform the Head
5. If appropriate, the Head will inform both sets of parents and record (See sheets in appendix 1)
6. Carefully monitor the situation – Mention to all staff at morning briefing and to all MDA's.
7. Feedback to both sets of parents within one week of them initially being informed. A report of the meeting with the victims parents is to be sent back to them for their comments
8. Continue to monitor. Feedback to parents in one month. A report of the meeting with the victims parents is to be sent back to them for their comments

Some of our most serious sanctions may be used in cases of severe and persistent bullying.

Bullying of a racist nature must be **immediately** reported to the Headteacher. Bullying of a sexual nature will be dealt with through the schools child protection policy and in cases involving serious assaults or wounding advice will be sought from the police.

There is also a WBC Bullying and Harassment policy which exists to provide guidance when bullying or harassment is reported by staff.

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SAFEGUARDING FORM

Name of Child

Class

Nature of problem

Where

When

Reported to

By

On

Review date with parents (names)

.....

.....

(one week)

(one month)

Please report any evidence of bullying behaviour to:

.....

by:

Lunch time supervisor responsible

.....

Further Action Required

yes/no

Evidence of bullying behaviour

Meeting with parents of alleged bully to be held on

No further action required

yes/no

Signed by parent(s)

Keep an eye on:

Name of child

Reason for concern

Action needed

.....

.....

.....

MDAs responsible

Reporting to parents on