



WINWICK C.E. (Aided) PRIMARY SCHOOL

Anti-Bullying Policy

A: INTRODUCTION

The purpose of this policy is to establish an agreed and consistent approach to which Governors, staff, children and parents are committed so that no person will be subjected to bullying within the school. For the purposes of this policy bullying is defined as:

"..... behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is our s first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case."

(taken from DfE website)

This policy should be applied in conjunction with the school's Behaviour and Equality Policies and our Policy for exclusion with which it is closely associated.

B: AIMS

The aims of implementing this policy are:

- to develop positive relationships in school;
- to positively promote the caring ethos of the school, in which everyone feels valued and secure;
- to celebrate differences and understand that everyone is of equal value regardless of ability, ethnicity, culture, gender, national status, religion, sexual identity;
- to foster self-esteem;
- to prevent conflict at an early stage.

C: PRACTICE

a) Approaches to preventing bullying within school.

The best means of dealing with the issue of bullying is to create a climate of mutual respect and understanding between all members of the school community. Such a climate can be created through:

- Staff modelling understanding of others.
- Curricular opportunities to explore and discuss bullying and relationships with the children.
- Presenting bullying as unacceptable through PSHE-related activities beyond the classroom such as school assemblies, drama presentations, etc.

In addition staff will take the following courses of action to help deter bullying:

- Look for early signs of distress in members of the school community.
- Listen carefully and sympathetically to any person who is upset.
- Deal promptly and effectively with parental concerns.
- Regularly reassure all children that they will be taken seriously if they feel they are being bullied.

b) Dealing with bullying

Bullying can involve any member of the school community, and will need to be investigated if the victim feels they are being bullied.

In responding to an accusation of bullying, it is important to take into account:

- The age and level of understanding of both the accuser and the perpetrator;
- Whether the perpetrator was aware of the effects of their actions;
- Whether actual harm was inflicted;
- Whether the incident was isolated or part of a pattern.

The following procedures should be followed if bullying is identified:

- The Headteacher should be informed immediately.
- The Headteacher, or other appropriate adult, will investigate the situation to establish the facts, from both the bully and the bullied.
- Assistance and support will be offered to the victim.
- The bully will be helped to recognise their unsociable behaviour and offered support to modify that behaviour.
- Appropriate action will be identified, explained to both parties involved, and applied.
- Parents of both parties will be informed of the problem and the action taken.
- A formal record of any bullying incidents will be made.
- Specific plans of action will be drawn up to work with those who persistently bully. This could eventually result in exclusion, if this course of action is deemed appropriate.

D: RECORDING AND REPORTING

Our school has in place an Anti-bullying champion, who is known to our school community. This person is:

Mrs Lysa Randle

D: CONCLUSION

At Winwick CE Primary, we promote a caring ethos built upon respect for the individual. We wish to prevent bullying occurring in our school, and in producing this policy we are asking parents, children, staff and governors to help in the promotion of this aim.

Review

The governing body reviews this policy annually. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Accepted by Governors on: _____

Signed by: _____ (Chair of Governors)

Review date: _____

Policy Written: Spring 2012

Policy Reviewed: November 2016