



Anti-bullying Policy

Dream, believe, achieve together.

Persons with Responsibility

All stakeholders

Linked Policies

Behaviour
Health and Safety
Equality
PSHCE
Inclusion
Young Carers

Next Review: October 2020

Westwood Park is an inclusive school. All policies should be seen in the light of overcoming barriers to learning for example: dyslexia, dyspraxia, ASD, emotional, behavioural and learning difficulties.

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for victims to defend themselves.

Bullying happens Several Times On Purpose –think STOP.

Bullying is wrong and results in worry, fear, pain and distress.

AIMS :

- To involve the whole school community to reduce the incidents of bullying.
- To raise the awareness of the whole school community about the different ways the children and adults are bullied by each other, including parents bullying staff.
- To deal with bullying when it occurs.
- To ensure that children are listened to and their concerns taken seriously.
- To provide support for both victims and bullies.

Westwood Park Community Primary School adopts a pro-active approach to bullying. Through our values, assemblies, rewards, our school rules, the five elements of the Every Child Matters agenda and modeling. We are committed to ensuring that the school community work together to create a happy, safe, caring environment.

WHAT BULLYING CAN BE:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books or possessions, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone or members of their family
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focusing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones or social networking sites

- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

WHAT BULLYING IS NOT:

It is important to understand that bullying is not the *odd* occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

We continually reinforce the importance of treating others with respect rather than simply reacting to incidents when they occur.

We raise awareness of bullying through:

- Our school rules
- Assemblies
- Pupil Voice
- Circle Time
- The curriculum
- Anti-bullying week/Friendship Week
- Displays around school
- Visitors to school
- Pupils attending the annual 'Anti-bullying Conference
- CPoms

Who is a bully and why?

May come from homes where there is violence and they take their upsets out on others.

May be children who do not get much attention and seek it through bullying.

May feel rejected and so reject others.

Will treat others in ways they have been treated themselves.

Have low self esteem and pick on others to make themselves feel better.

Like to feel powerful. Power makes them feel strong, important and confident.

Identifying bullied children

A reluctance to come to school/erratic attendance.

Marked deterioration in performance.

Reluctance to play out or leave at the end of the school day.

Unlikely excuses for the loss of damaged work/property.
Complaints of illness.
Those who are isolated in the playground/dinner hall/during games.
Change in eating and sleeping pattern.
Withdrawn, unforthcoming behaviour.
Unexplained bruising or injury.

If a child is being bullied at Westwood Park Community School, they are encouraged to:

- TELL, TELL, TELL
- Choose an adult they are happy to talk to.
- Let adults know what is happening to themselves and others.
- Tell parents.
- Ask for help.
- Talk over what to do with a friend.
- Not give the bully opportunities. Have others around for support.
- Ignore bullies and walk away.
- Use body language – stand tall and look people in the eye.
- Not to take on a bully as this will make them look like bullies.
- Try to be a friend with someone who is bullied.
- Refuse to join in when others are bullying.
- Write down what is happening and share this with someone.
- Know that silence and secrecy nurture bullies.

Guidance for staff

- Remain calm. Bullies may find it fun if you react emotionally.
- Ensure the victim is safe and is being cared for.
- Reassure the victim that the fault is not with them.
- Take the incident seriously.
- Take action as quickly as possible.
- Interview the bully, victim and bystanders with a view to finding a solution.
- Think about whether your action needs to be private or public.
- Offer concrete help, advice and support.
- Make it plain to the bully that you disapprove of their behaviour.
- Encourage the bully to see the victim's point of view.
- Be careful not to react aggressively or give a message that it is right to use power to bully.
- Explain clearly the punishment and why it is being given.
- Record all incidents in the serious incident or behaviour file as appropriate.
- Involve SLT and the Learning Mentor – restorative approaches will be used if appropriate.
- Use positive behaviour strategies in and out of the classroom.

- A member of staff who is subjected to bullying should walk away and report the incident. They may also inform their own union or, if very serious, the police.

Parents will:

- Refrain from conducting themselves in a manner that could be seen as bullying in the school grounds or in the presence of pupils.
- Know the school policy.
- Be made aware if their child is being bullied.
- Be made aware if their child is bullying.
- Be made aware of the action school is taking.
- Know they are welcome to seek advice/help from any outside agency or mentors within school.

Some approaches to bullying used by the staff and pupils of the school

- We will help bullied children to learn techniques outlined in the ‘Children are encouraged to’ section.
- We will encourage bullies to discuss their behaviour.
- We will help bullied pupils to discuss their problems.
- Circle Time will encourage all children to address/discuss issues of bullying, making sure that it is clear bullying is wrong.
- We will work on self esteem with *all* pupils.
- We will role play acceptable ways of behaving and solving problems.
- We will introduce Anti-bullying Friendship contracts as appropriate.
- We will work with parents.
- We will organise games and clubs at lunchtime.
- We will work with other support agencies to seek solutions.
- We will liaise with the School Council.
- Children may be removed from class and/or extra curricular activities and break times.
- In the final analysis, managed transfers or fixed term and permanent exclusions will be applied.

Key Acronyms

STOP – Several Times on Purpose (Definition of bullying)

THINK – Talk, Help, Investigate, Next Steps, Keep Checking (How key adults will help)

We recognise that any child can be a victim of bullying but that we must be especially careful to support pupils who are identified as Young Carers, as they may be at additional risk. We will do all in our power to make their experience of school a positive one.

Review Date - October 2020

Values – Friendship Kindness Respect Integrity Resilience