



Anti-Bullying Policy

2	16/03/2016	Updated Ofsted statement (from 2014 inspection report)
1	01/01/2014	Initial version

Introduction

The behaviour of the children at Worples Primary School is good. This was confirmed by Ofsted in 2014, with the following comments:

“The school’s work to keep pupils safe and secure is good. The school carries out detailed risk assessments for a range of activities to ensure pupils’ safety. Pupils say that they are safe in the school. This is also the view of school staff and parents.”

At Worples we are committed to providing a caring, friendly and safe environment for all children and so we are committed to eliminating all forms of negative behaviour. Bullying in any form is unacceptable and will not be tolerated.

It is vital to have effective anti-bullying strategies to help children to realise their potential both socially and academically; this will also contribute towards a healthy, happy and safe school. This is underpinned by our mission statement:

“At Worples Primary School we aim to be the best that we can be as part of a safe, happy and healthy community.”

We concur with the Anti-Bullying Alliance definition of bullying:

“The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be physical or psychological. It can happen face to face or through cyberspace.”

Definitions

Physical

The use of violence, stealing of personal property.

Verbal

The act of threatening violence, name calling or racist remarks.

Indirect

Actions such as spreading unpleasant rumours, exclusions from social groups.

Cyberbullying

Tormenting, threatening, harassing, humiliating, embarrassing, intimidation or targeting another child using the internet or other forms of digital technology.

Through various media children can be cyberbullied 24 hours a day. People who cyberbully may attempt to remain anonymous. Anyone of any age can cyber bully. Some

instances of cyberbullying may be unintentional, such as a text sent as a joke or an email to the wrong recipient.

Purpose

This policy aims to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. We aim to ensure that where bullying does exist the victims will feel confident to activate the anti-bullying systems within our school. It is also our aim to challenge attitudes about bullying behaviour, increase understanding for bullied children and help build an anti-bullying ethos in the school.

Bullying is deliberate, unprovoked, hurtful behaviour that is repeated over a period of time, making it difficult for the victim to defend themselves.

Prevention

We recognize that the best way to deal with cyberbullying is to prevent it from happening in the first place. By embedding good, safe ICT practice into all our teaching and learning, incidents can be avoided. We recognise we have a shared responsibility to prevent incidents of cyberbullying but the head teacher has the responsibility for coordinating and monitoring the implementation of anti-cyber bullying strategies.

Understanding cyberbullying

Children are taught how to recognize cyberbullying and their responsibilities to use ICT safely. ICT safety is integral to teaching and learning practice in the school. See the **e-safety and acceptable use policy**.

Record-keeping and monitoring safe practice

Incidents of cyberbullying will be followed up using the same procedures as other forms of bullying. However, we recognise that we must monitor internet use on a regular basis as a disincentive for bullies that may misuse school equipment and systems. The ICT technician will conduct regular use checks, log any concerns and inform the head teacher.

At Worple Primary School, we recognise that even a 'one off' act of cruelty or aggression may cause distress to a victim and we shall seek to create an ethos in which this is discouraged.

We recognise that adults can be bullies too.

Strategies

Prevention is the key to tackling bullying. At Worple Primary School, all staff are vigilant for signs of bullying and always take reports of any incidents seriously. We will use the

curriculum wherever possible to reinforce the ethos of the school and help children to develop strategies to combat bullying type behaviour.

We will combat bullying by:

- encouraging a 'telling policy' throughout the school
- regularly reminding children that bullying is unacceptable through PSHCE lessons, role play, circle times, assemblies and through the addressing of individual incidences
- taking part in the annual Anti-Bullying Week
- praise and positive behaviour reinforcement to encourage good behaviour
- sharing of feelings through circle time in order to engender caring and supportive attitudes
- good adult-to-child ratio in the playground
- ensuring playground equipment is available and organised playtime games are organised
- recording incidents of bullying and monitoring regularly
- ensuring training opportunities are open to all members of staff
- holding poster design competitions promoting an awareness of bullying and how to deal with it
- keeping parents informed about the school policy through a parent's leaflet
- involving the school council in the implementation of the policy.

Dealing with incidents of bullying

If bullying is suspected or reported then the incident will be dealt with immediately by the member of staff who has been approached.

Individual class teachers will be kept informed of bullying incidents on the playground.

A clear account of the incident will be recorded in the behaviour book.

All children concerned will be spoken to.

The head teacher and/or deputy head teacher will be kept informed of what is happening.

Parents will be informed by the appropriate member of staff.

Appropriate sanctions will be put in place. Sanctions used may include:

- letter of apology to the victim
- official warnings to cease offending
- detention at lunchtime
- exclusion from certain areas of the school premises
- involving the Learning Mentor
- fixed term exclusions
- permanent exclusion.

Children who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff
- reassuring the child that the matter will be dealt with
- offering continuous support through monitoring
- restoring self-esteem and confidence through circle times.

Children who have bullied will be helped by:

- discussing what happened
- discovering why the incident happened
- establishing the wrongdoing and recognising the need to change
- informing parents and carers to help change the attitude of the child.

Resources

There are a number of resources available through the PSHCE curriculum. A range of materials are kept in the PSHCE cupboard. Where necessary we will call on outside resources such as the Behaviour Support Service, Kidscape, The Bridge Outreach Team and, where appropriate, counselling services for individuals to support our action.