West Didsbury CE Primary School

Our Vision Statement is:

To grow a diverse and creative educational community, where we encourage belonging and nurture believing; together becoming fulfilled and responsible members of God's world.

Our three key values we embrace are:

Belonging, Believing and Becoming

Anti-bullying Policy

WEST DIDSBURY CE PRIMARY SCHOOL
ANTI-BULLYING POLICY

STATEMENT OF INTENT

Bullying hurts. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Anyone who bullies needs to be supported to learn different ways of behaving and any child who is the victim of bullying needs support and protection. If a child indicates by their behaviour or says that he/she is being bullied, an adult will always investigate. Staff will always be vigilant in looking for signs that something is not right, for example children becoming withdrawn or not seeming themselves.

We are committed to living out our vision of:

> To grow a diverse and creative educational community, where we encourage belonging and nurture believing; together becoming fulfilled and responsible members of God's world.

We will do that by providing a caring, friendly and safe environment both inside school and in the playground for all of our pupils so they can learn and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and we take all incidents seriously.
If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff.

WHAT IS BULLYING?

Bullying is the repeated use of aggression with the intention of hurting another person.
A bully is someone who uses strength or power to coerce others by fear.

TYPES OF BULLYING

- Emotional - being unfriendly, excluding, tormenting, e.g. hiding books or belongings, threatening gestures.
- Physical - pushing, kicking, hitting, punching or any use of violence, taking belongings.
- Racist - racial taunts, graffiti, gestures.
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Sexual   - unwanted physical contact or abusive comments
- Gender bullying
- Religious
- Gender re-assignment
- Homophobic
- Disability
- Ostracism

- Socio-economic
- Cyber-bullying (see section later)

OBJECTIVES OF THE POLICY

- All pupils, staff, parents and governors should have an understanding of what bullying is.
- All staff and governors should know what the school policy is on bullying, and follow it if bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- All pupils and parents should be assured that they will be supported when bullying is reported.

PROCEDURES - What we will do if bullying is reported.

- Take the problem seriously.
- Investigate the incident and complete an incident form on CPOMs by:
    a) interviewing the bully/ies and victim separately;
    b) interviewing any witnesses.
- Decide on appropriate action:
  a) obtain an apology from the bully/ies to the victim;
  b) inform the bully/ies and victim's parents;
  c) impose appropriate sanctions against the bully/ies;
  d) return borrowed/stolen items if possible;
  e) hold lessons/ class discussions/ assemblies about bullying;
  f) provide a safe haven during school hours for the victim;
  g) provide support for the victim;
  h) provide support to encourage the bully/ies to change their behavior i)
  i) seek advice from LEA or educational consultants
  j) Keep parents informed of progress.
  k) Inform all staff about the incident and action taken whilst maintaining appropriate confidentiality
  l) Keep completed CPOMs incident together with any follow up actions and up loaded related papers on the system.

SANCTIONS

- Isolate the bully at lunchtime for a specified period.
- Place the bully on behaviour report
- Use fixed term exclusion
- Inform police or other outside agency

SUPPORT FOR THE VICTIM
- Encourage the pupil to report all incidents to an adult without delay
- Encourage the pupil to walk away
- Rebuild the pupil's self esteem/respect
- Praise the pupil when he/she behaves appropriately

- Liaise with parents regularly
- Monitor situation carefully
- Ensure all staff are aware of situation

SUPPORT FOR THE BULLY

- Find out if the pupil is upset, worried, jealous, unhappy or being bullied themselves – is there a family crisis?
- Create "time out" opportunities in class time
- Help the bully to appreciate the harm he/she is causing
- Liaise with parents regularly
- Encourage the bully to apologise to the victim and understand that bullying will not be tolerated
- Suggest/ work out alternative ways of reacting if he/she finds him/herself about to bully – STOP, THINK, CHOOSE – walk away, breathe deeply, count to 10
- Build self-esteem/respect – praise pupils when they behave appropriately
- Teach the difference between assertiveness and aggression – PHSE, drama, discussion work

OPTIONS FOR PREVENTATIVE ACTION

- Record positive achievements
- Provide interesting lunchtime activities
- Use a no blame approach
- Introduce a circle of friends
- Introduce mediation and conflict resolution skills within the curriculum
- Use circle time to share concerns/ priorities
- Introduce peer initiatives for the whole school community
- Ensure that everyone is aware of how the complaints process works if they have a concern
- Ensure that all staff are informed of each incident and maintain confidentiality with increased awareness.

CYBERBULLYING

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

As mobile phone and internet use have become increasingly common, so has the misuse of this technology to bully.

Cyberbullying is a form of bullying and will be dealt with through our existing anti-bullying policies and procedures. The best way to deal with cyberbullying

is to prevent it happening in the first place. There are 5 key areas we will need to address at home and in school to put in place an effective prevention plan.

1. Understanding and talking about cyberbullying
2. Updating existing policies and practices
3. Making reporting cyberbullying easier
4. Promoting the positive use of technology
5. Evaluating the impact of prevention activities

Tackling cyberbullying will be an ongoing process as technology continues to develop.

Here are links to 2 useful documents:

http://publications.teachernet.gov.uk/eOrderingDownload/Cyberbullying-leaflet.pdf

http://www.bbc.co.uk/chatguide/teachers/ks2.shtml

MONITORING AND EVALUATION

This policy was completed with the assistance of the school council

This policy will be reviewed every three years by the Governing Body.

All bullying incidents will be reported to the Governors in the Head of School's half-termly report.

Any increase in bullying incidents or patterns of bullying will be investigated immediately by the SLT and lead to an immediate review of this policy.

Hannah Large   Paul Blackburn

Head of School   Chair of Governors
March 2021   March 2021

Review March 2024