

William Amory Primary School Anti-bullying Policy



Rationale

Everyone at The William Amory Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. Bullying is wrong and damages individual children. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. This policy links to our work on Rights Respecting Schools – *Article 19, You have the right to be protected from being hurt and mistreated, in body or mind.*

Aims

Through our anti-bullying policy we aim to:

- Prevent bullying
- Challenge attitudes about bullying behaviour
- Increase understanding for bullied pupils
- Develop a school ethos in which bullying is regarded as unacceptable
- Provide a safe and secure environment where all can learn and play without anxiety
- Ensure every individual's feelings and views are respected
- Promote a consistent school response to any bullying incidents that may occur
- Make all those connected with the school aware of our opposition to bullying
- Make clear each person's responsibilities with regard to the elimination of bullying in our school

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is usually repeated over a period of time, making it difficult for the person concerned to defend him- or herself. It can take the form of name-calling (including homophobic language), violence, threatened violence, taking belongings, isolation, cyber-bullying, ridicule or indirect action such as spreading unpleasant stories about someone. It can be motivated by prejudice against particular groups, for example, on the grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It may relate to the 'protected characteristics' groups described in the Equality Act 2010. It may include cyber-bullying.

The school endeavours to ensure that all pupils know the difference between bullying and "falling out". We teach regular anti-bullying lessons to help ensure that children are clear about what bullying is and how to deal with it if they are ever bullied as well as dealing with issues as they arise (eg from an incident in school or from another curriculum/ assembly area). The content and the way in which it is taught are adapted to the age of the children.

The Role of Pupils

In order to prevent bullying in our school, pupils are encouraged to take increasing responsibility for their own behaviour and are taught about what is acceptable and unacceptable behaviour. There is a clear behaviour policy with sanctions for unacceptable behaviour. At the beginning of each academic year, teachers and children create a classroom charter of rules including how they should behave and treat one another. We aim to create an ethos of "it's ok to tell" and pupils are told that they must report any incidence of bullying to an adult within the school, whether it is to themselves or others.

Pupils regularly discuss acceptable behaviour and their responsibilities towards each other as part of PSHE, Citizenship and collective worship. Children have volunteered to be 'Playtime Buddies' and help promote positive and happy playtimes. These children help to sort out disagreements, play games with others and spot good and positive behaviour on the playground.

The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. Any incidents of bullying that do occur are taken very seriously and dealt with promptly and appropriately. The Governing Body monitors the incidents of bullying that occur via the Headteacher's report and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Role of the Headteacher and Staff

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher ensures that all children are taught that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher ensures that learning about anti-bullying is built into the curriculum at an appropriate level for the age of the children.

All staff in our school take all forms of bullying seriously, and intervene to prevent such incidents from taking place. Records are kept of bullying incidents that happen in classes/playground. These are discussed, as appropriate, at briefing and staff meetings so that staff in the school are aware of them.

If staff witness an act of bullying, they do all they can to support the child who is being bullied. If there is a proven incident of bullying, then, after informing the Headteacher, the teacher informs the child's parents and the parents of the bully.

If staff become aware of any bullying taking place, we deal with the issue immediately. This may involve counselling and support for the child who was bullied. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the SENDHub, Early Help, Social Care or Behaviour Support.

Training for behaviour management will be provided and advisory support brought into school if necessary. Staff will support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of Parents and Carers

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the Headteacher immediately.

Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The parents/carers of children who have bullied or been bullied will be informed of an incident, the action that has taken place and asked to support strategies proposed to tackle the problem. The child who has bullied will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her.

Actions to Tackle Bullying

Prevention is better than cure so at The William Amory Primary School we will be vigilant for signs of bullying and always take reports of incidents seriously. We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop positive relationships with each other and strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within the school, whether the bullying is to themselves or others.

All reported incidents of bullying are investigated and taken seriously by staff members. A record will be kept of such behaviour incidents (incident form). If it includes racist abuse then it is also recorded as such on the incident form.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be used with a class or group within the curriculum to promote anti-bullying. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, these can be effective ways of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. The strategies can also be used within the affected group, if more than one pupil is involved in bullying another, to confront bullying that already exists.

Monitoring and Review

The Headteacher, who reports to Governors about the effectiveness of the policy on request, monitors this policy on a regular basis. The Headteacher will analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. This anti-bullying policy is the Governors' responsibility and they will review its effectiveness through discussion with the Headteacher.

This policy is seen as an integral part of our Behaviour Policy.

Date: September 2023

Next review: September 2026

Related policies: Equality and Diversity, Behaviour Management, Child Protection, PSHCE