



Westgate Primary School

Anti-Bullying Policy

Aims and Purpose of this Policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Statement of Intent

Westgate is a **TELLING** school where bullying of any kind is regarded as unacceptable. This means that *anyone* who knows that bullying is happening is expected to tell the staff who will safeguard those who do so. We want every pupil to know that if bullying does occur, they should be able to tell a member of staff. Staff will take their responsibility seriously to deal promptly and effectively with incidents.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Everybody has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each with respect and kindness. We want pupils who are bullying to learn different ways of behaving.

Definition

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical:** such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property:** such as damaging, stealing or hiding someone's possessions
- **Verbal:** such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone • **Psychological** – such as deliberately excluding or ignoring people
- **Cyber:** such as using text, email or other social media to write or say hurtful things about someone *See Appendix 1*

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**

- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity (transphobic bullying)**
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**

No form of bullying will be tolerated and all incidents will be taken seriously.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child's behaviour changes noticeably, for example:

- Distressed and regularly unwilling to go to school;
- begins to truant;
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- feels ill in the morning;
- begins to do poorly in school work;
- has possessions which are damaged or "go missing";
- has unexplained cuts or bruises;
- is bullying other children or siblings.

Reporting Bullying

Pupils Who Are Being Bullied:

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher or TA, the learning mentor, or any other teacher
- Tell a peer mediator who in turn can help them tell a teacher or staff
- Tell any other adult staff in school, such as lunchtime supervisors, teaching assistants, before or after school club staff, or the school office
- Tell an adult at home
- Report anonymously through the Worry Box
- Call ChildLine to speak with someone in confidence on 0800 1111

Roles and Responsibilities

Staff:

All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

The following staff members are anti-bullying leads: Caroline Eley (Learning Mentor); Joanne Hattersley (Assistant Head Teacher)

Senior Staff:

The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote

the safety and well-being of all young people. In addition to the designated anti-bullying leads, Helen Carpenter (Head Teacher) is the Senior Leader responsible for anti-bullying.

Parents and Carers:

Parents and carers should look out for potential signs of bullying, such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff [01943 462349 / admin@westgateprimary.co.uk]

Pupils:

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to Bullying

- Staff will record the bullying on an incident reporting form and pass this on to the head teacher (See Hate Incident Reporting Procedure). All Hate Incident Reporting forms are passed on to the Local Authority for monitoring purposes.
- Designated school staff will monitor incident reporting forms and information recorded on Hate Incident Reporting Log, analysing and evaluating the results
- The Head Teacher will summarise the information, which is reported to the governing body at every meeting as part of the Head Teacher's report.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.
- Staff will always inform parents or carers and where necessary involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

Pupils who have been the target of bullying will be supported by

- Offering immediate opportunity to discuss the experience with a member of staff of their choice
- Reassurance and explanation as to why the action of the bully was wrong and that they are never to blame
- Being supported to share the impact of the bullying on them with the perpetrator.
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been the perpetrator of bullying will be helped by

- discussing what happened
- establishing the wrong doing
- listening to their victim's feelings and their account of the impact the bullying has had on them
- helping the child to change their behaviour in future
- work with the Learning Mentor about how to stop bullying
- informing parents to help change the attitude of the pupil if necessary

Bullying Outside Of School

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored through the Hate Incident Reporting Procedure and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice-Based Incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school through the Hate Incident Reporting Procedure, with the head teacher reporting incidents to the governing body at every full governing body meeting. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School Initiatives to Prevent and Tackle Bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy, available in every classroom, ensures all pupils understand and uphold the anti-bullying policy. This has been developed in conjunction with pupils so that their voice is heard at the heart of our anti-bullying strategy.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week and Black History Month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- We work with our Family of Schools to promote and embed our joint Equality & Diversity Charter.
- Every year our Equality Working Group helps to organise whole school theme day to promote and celebrate one aspect of Equality & Diversity with all children.
- Stereotypes are challenged by staff and pupils across the school.
- Peer Mediators offer support to all pupils, including those who may have been the target of bullying, and support victims of bullying to speak to an adult about their experiences.
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as the school council.
- Our anti-bullying policy is published for everyone to read on our school website and hard copies are available from the school office on request.
- Classrooms are organised on the principles of equality, co-operation, respect and collaboration. That is to say, children learn to work with all of their class mates and to support and respect each other regardless of difference.

Restorative Practice

Westgate is a Restorative Practice school. This means that we work to ensure that children understand the consequences of their choices, words and actions, and the impact they have on others. Children are asked to think about what they have done and how it has affected those around them: in the case of bullying, the impact on the victim and on others too, who are directly or indirectly affected. Children are supported to take responsibility for their choices, words and actions, and to identify ways that they can make amends and improve the situation. Children who are victims of bullying are supported to express how they have been affected to enable the perpetrator to fully understand the impact they have had.

Training & Implementation

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching (including office staff, lunch time supervisors and superintendent) receive regular training on all aspects of the anti-bullying policy.

Monitoring and Reviewing

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the Head Teacher report at every full governing body meeting. The governors are in turn responsible for monitoring the effectiveness of the policy via the report and through the Pupil Support Committee, and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 3 years, in consultation with the whole school community, including staff, pupils, parents, carers and governors.

It should be read in conjunction with the following documents:

- **Our Mission and Vision**
- **Learning & Teaching Policy**
- **Behaviour & Discipline Policy**
- **Hate Incident Reporting Procedure**
- **Single Equalities Policy**

Signed :

Designation: Head Teacher

Signed:

(Chair of Governors)

Date: 14/10/2019

Appendix 1

Cyberbullying: A definition

"Cyberbullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself."

School staff, parents and young people have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears. The University of London describes seven kinds of cyberbullying:

- Text message bullying involves sending texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone call bullying via mobile phone uses silent calls or abusive messages. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone (often stolen) to avoid being identified.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages in conversations online.
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. Social networking sites for young people, which can provide new opportunities for cyberbullying.