

Westgate Primary School



Anti-Bullying Policy

Objectives of this Policy

- To give all governors, teaching and support staff, pupils and parents an understanding of what bullying is.
- To communicate the school's policy on bullying to all governors, teaching and support staff so that they follow it when bullying is reported.
- To ensure that all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To emphasise how seriously we take bullying, so that pupils and parents can be assured that they will be supported when bullying is reported.
- To make public our commitment to ensuring that bullying will not be tolerated.

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 treated with respect and we want pupils who are bullying to learn different ways of behaving.

Definition

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. What makes bullying different from other misdemeanours is that it is the same behaviour repeated towards one person by another or others. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying behaviour usually has the following four features:

- it is repetitive and persistent
- it is intentionally harmful
- it involves an imbalance of power, leaving someone feeling helpless to prevent or stop it
- it causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end

Bullying can be:

Emotional:	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
Physical:	Pushing, kicking, hitting, punching or any use of violence, taking;
Racist:	Racial taunts, graffiti, gestures, making fun of cultures, race or religion;
Sexual:	Unwanted physical contact or sexually abusive comments;
Homophobic:	Because of, or focussing on the issue of sexuality;
Verbal:	Name-calling, sarcasm, spreading rumours, teasing.

Non-verbal: Body language, gestures, facial expressions,
Cyber bullying: Texts, email, calls, chat room misuse, being cruel on the internet
See Appendix 1

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.

Procedures

1. All bullying incidents are to be reported to the Head teacher.
2. Complaints will be investigated thoroughly by the Head teacher, ensuring that the person being bullied knows that their complaint is being taken seriously and that the bullying will be stopped quickly.
3. Details of the incidents will be recorded in the Incident Log.
4. Appropriate sanctions will be applied in school and a meaningful apology will be expected.
5. Parents will be informed and in the most serious cases, exclusion will be considered.
6. If necessary and appropriate, the community police officer will be consulted.
7. The aim will be to try to help the bully / bullies change their behaviour and, if possible, to reconcile the pupils.
8. After the incident / incidents have been investigated and dealt with, each case should be monitored to ensure repeated bullying does not take place.

Pupils who have been bullied 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
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by

- discussing what happened
- establishing the wrong doing
- helping the child to change their behaviour in future
- work with the Learning Mentor about how to stop being a bully
- informing parents to help change the attitude of the pupil if necessary

Strategies to reduce bullying:

- Raising awareness about bullying, cyberbullying and the anti-bullying policy through writing a child friendly version of the policy and signing the anti-bullying pledge.
- Teaching pupils how constructively to manage their relationships with others
- Encouraging co-operative working: eg working together on shared tasks

- Use of peer mediators and Restorative Practice training. Mediation by peers where a neutral person helps resolution of disputes
- PSHE and Circle time
- Buddies
- Ethos statements, assemblies, class and school rules

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.

This policy was agreed following a process of consultation with children, staff, parents and governors. The children have also written a child friendly summary of this policy. This policy will be reviewed on a three year cycle.

It should be read in conjunction with the following documents:

Our Mission and Vision
Learning and Teaching Policy
Behaviour Policy
Race Equality Policy

Signed :

Designation:

Signed:

(Chair of Governors)

Date: November 2016

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.