# Anti-Bullying Policy

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| **Owner** | Mrs Hooper |
| **Date of review** | November 2018 |
| **Bate of next review** | November 2021 |

**WEST HEATH PRIMARY SCHOOL ANTI-BULLYING POLICY**

'All children and young people have a basic right to feel secure and happy, to be able to trust without fear and to expect protection from the adults who elect to make a career from their schooling'. The key person to take this policy forward is the Head teacher and in her absence the Deputy Head teacher, however, all staff will take ownership of this policy.

At West Heath Primary School, we try to ensure that as far as reasonably possible, the structures and procedures in the School Behaviour Policy and Equal Opportunities Policy, alongside consistent monitoring in order to prevent bullying. We aim to develop a caring and supportive environment for all, through a school ethos based on agreed values where differences are both accepted and appreciated. We encourage children to understand what bullying is through PSHE, circle time, assemblies, drama productions, displays, school council and to be empathetic to the feelings of others and strategies for what to do if bullying occurs.

**Definition**

We believe that bullying behaviour is:

• Deliberately hurtful (including aggression)
• Repeated often over a period of time
• Difficult for victims to defend themselves against

Examples include:

• Physical: pushing, kicking, hitting, pinching, any form of violence, threats - One child hurting another.
• Verbal: name-calling, sarcasm, persistent teasing, insulting, teasing, making racist remarks, homophobic remarks or transgender remarks.

• Psychological, spreading hurtful rumours, excluding someone from groups, moving away as an approach, leaving notes, failure to speak to or to acknowledge a person.
• Sexual: unwanted physical contact, abusive comments.
• Vandalism Deliberately damaging or taking another child's belongings.

• Threatening Either verbally or by e-mail/text message or social media.
• Group bullying any of the above, but where two or more children conduct the bullying behaviour.

**These examples are judged to be bullying only if the action is deliberate, one sided and there are repeated instances. It is important to clarify the types of behaviour that we feel are unacceptable, but not examples of bullying.**

Examples of such types of behaviour include:

- Where a child has made a hurtful or inappropriate comment online about/toward another on a single occasion.
- Where one child calls another child a name, on one occasion.
- Where a child has hit or kicked as a response to being hurt them self.
- Where two children of equal size and strength have a fight or constant fallings out in and out of school.

These types of behaviour are not regarded as bullying but they are regarded as unacceptable forms of behaviour, and would be dealt with according to our Behaviour Policy.

**POLICY AND PRACTICE**

**Identifying the problem**

Children who are being bullied are not always prepared to tell those in authority for a number of reasons. When a disclosure of bullying is made, we will always treat it seriously. For pupils who are unable to tell staff of their problems, we know that sometimes their behaviour can give clues about the problem. Such behaviours include:

- An unwillingness to come to school
- Acting in a withdrawn way, isolating themselves from others
- Complaining about missing possessions
- Refusing to talk about the problem
- Being easily distressed
- Presenting damaged or incomplete work
- Targeting others weaker than themselves with inappropriate behaviours.

These behaviours may be particular indicators of problems for certain pupils, for example those with special needs or from a minority racial or cultural background. Staff will use their knowledge of individual pupils to be vigilant for any changes in their behaviour that might indicate bullying. When staff have particular concerns about a pupil, then they will discuss it with a more senior member of staff. Pupils are also encouraged to be open with their parents who can then pass their concerns to the school. At West Heath Primary, we have a weekly pastoral and safeguarding meeting so that any children causing concern or who need monitoring can be highlighted to all staff.

**Preventing and investigating the problem**

Bullying will not be tolerated at West Heath Primary School and all incidents will be taken very seriously. All pupils, their parents and staff members are encouraged to tell us of any concerns and we will act upon them. All investigations of bullying allegations will be thorough and involve the staff interviewing both the bully and their victim separately. Where others have witnessed the bullying, they will be interviewed so that as far as possible we know exactly what has happened. These conversations could be discreet meetings or informal opportunities if the situation warrants.

The Head teacher or SLT will then investigate the incident by firstly talking with the bullied pupil, listening to and noting the feelings expressed. A written record of the incident, investigation and outcomes will be made and an Action Plan will be formulated.
The child's class teacher and Head teacher will be informed (or the Deputy Head teacher in the absence of the Head teacher).

A meeting will then be arranged for all those directly/indirectly involved in which the feelings of the victim will be described and sanctions will then be applied.
Parents will be informed and asked to attend a meeting.

The parents of the victim will be fully informed of the ways in which the incident is dealt with, and of the support that will be given to their child after the incident. In dealing with the bullying incident in such a clear, thorough and immediate way, it is hoped that the victim will feel that his/her feelings and safety is paramount to the staff at the school. Further support will be given to the victim in the

form of regular monitoring by his/her class teacher, which will be detailed in an Action Plan agreed between the child, parents, Learning Mentor and Head teacher (or the Deputy Head teacher)

Examples may include:

- observation of the child in both the classroom and playground environment,
- a diary shared with the teacher or head teacher about his/her feelings,
- The child will be made fully awarded of the support available to him/her.

Regular feedback will be given to the child's parents, by regular telephone conversations or meetings with the child's class teacher.

Where bullying is substantiated appropriate measures will be taken to reduce the chances of it recurring. Efforts will be made to help the bully recognise why their behaviour is unacceptable and they will be offered help to modify that behaviour. This will include trying to understand why the pupil has bullied, so that recurrence can be prevented.

His/her class teacher and all other adults who are in regular contact with him/her, such as Classroom Assistants and Mid-day Supervisors, will closely monitor the perpetrator's behaviour.

**MANAGING THE USE OF DATA**

Any incidents of bullying behaviour will be recorded onto the schools internal recording system, ePortal. Records are maintained of all instances of bullying, actions undertaken and outcomes.

Governors are reported to on the number of bullying incidents, once a term. Governors also analyse the annual parent and children questionnaires which include questions in relation to bullying and also partake in monitoring the effectiveness of the behaviour and anti-bullying policies alongside the SLT and School Council.

Parents receive reports on bullying data in parent questionnaire feedback through newsletters.

The school recommends websites and provides advice and information on cyber bullying, on its website. It is recommended that the parents inform the school immediately if they suspect any cyber bullying, so that the school can work in partnership with them.

**ENCOURAGING BEST PRACTICE THROUGH EFFECTIVE PARTNERSHIPS**

**Implementation**

It is vital that once written, the whole school community adopts the Anti-Bullying Policy. It will be included in the School Prospectus and on the School Website.

West Heath Primary School operates a prevention culture to anti-bullying rather than crisis intervention through weekly PSHE, circle times, assemblies regularly, d drama workshops from outside providers and weekly Values assemblies.

Training for staff is kept current and meaningful and fed back to whole school staff in staff meetings.

**Prevent**

From July 2015, all schools (as well as other organisations) have a duty to safeguard children from radicalisation and extremism.

This means we have a responsibility to protect children from extremist and violent views. Importantly, we can provide a safe place for pupils to discuss these issues so they better understand how to protect themselves.

Many of the things we already do in school to help children become positive, happy members of society also contribute to the Prevent strategy. These include:

• Exploring other cultures and religions and promoting diversity
• Challenging prejudices and racist comments
• Developing critical thinking skills and a strong, positive self-identity
• Promoting the spiritual, moral, social and cultural development of pupils, as well as British values such as democracy.

We will also protect children from the risk of radicalisation, for example by using filters on the internet to make sure they can't access extremist and terrorist material, or by vetting visitors who come into school to work with pupils.

**CHILDREN AND YOUNG PEOPLE'S PARTICIPATION**

The School Council monitor bullying through weekly circle times and bad behaviour in school and discuss the feelings of their peers from the results with the adults in school.

Pupil questionnaires are completed half termly and the findings drive the weekly Circle Times and assemblies, as appropriate.

**Where children make allegations about other children**

Whatever the nature of the allegation, this shall be taken seriously and the Head teacher and Senior Leadership will work promptly to investigate the allegation. If the allegation is a safe-guarding issue and the child is not already referred to social services, the child protection lead will seek advice from Children's Services. If it is not a safe-guarding issue, the school will investigate and then inform both sets of parents of the situation, working with them to restore good relationships between the children.

If other children are at risk from the alleged pupil, the pupil may be isolated in agreement with the parents/social services if necessary and the whole school staff will be alerted to keep a close eye on the pupil in question at all times. If the pupil needs to be isolated, they may access lessons, having a 1-1 TA monitoring them and then be given break times separate to the other pupils if deemed suitable. The medical room toilet facilities will be used if the pupil needs to be isolated from the general pupil toilet area.

**Bullying outside of the school premises**

Section 89(5) of the Education and Inspections Act 2006 gives Head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. Regulate, however, means that the school should monitor and make

sure that the bullying is not transferred to the school setting and that the child is not upset or feeling threatened in school, by following the normal procedures, it does not mean that the school can act on information provided outside of school if the school itself has investigated and found no evidence of bullying occurring, or any evidence of the victim being upset in any way.

The child/perpetrator would be spoken to about the upset they may be causing to the other child outside of school and restorative sessions may be undertaken. The situation would be monitored closely for a period of time.

**Conclusions**

West Heath Primary School is actively trying to prevent bullying by adopting a whole school approach to behaviour and discipline creating an atmosphere where each member of the school is valued as an individual and treated with respect. Where incidents of bullying do occur, they will be investigated thoroughly and actions will be taken to reduce their reoccurrence and help those who have been their victims.

However, if after initial investigations with children, it is apparent that bullying is not occurring e.g. It is found that 2 children have been falling out with each other over various issues, or a child is dominating which game choice a group of friends play every day, incidents such as these will be reported to the parents as children falling out, as this is very different to bullying and the children will be given adult guidance on how to work together to resolve their differences.

**The Head teacher reserves the right to exclude any child who, after support, persistently bullies other children or who is the perpetrator of a serious bullying issue.**

**Review**

This policy was reviewed by the Governing Body 2018 Next review 2021