

# Wrotham Road Primary School

## Anti-Bullying Policy

Updated March 2019

This policy is part of the school's **Behaviour Policy**. It will be reviewed biennially and/or in light of any change in circumstances.

### **Our approach to bullying:**

Bullying will not be tolerated in this school. It is the responsibility of everyone to prevent it happening and this policy contains guidelines for all members of the school community.

- In our school, children have the right to feel welcome, safe and happy.
- In our school, we will not tolerate any unkind actions or remarks, even if these were intended not to be hurtful.

Bullying can take many forms. The two main types are:

- Physical – e.g. hitting, kicking, taking belongings
- Emotional – e.g. name-calling such as insulting, homophobic or racist remarks; malicious text messaging and/or emails; spreading hurtful and untruthful rumours; excluding someone from social groups or activities.

Definitions are different and individuals have different experiences; however, from the accounts we have heard from children and young people, we consider bullying to be:

- Repetitive, wilful or persistent negative behaviour
- Intentionally harmful, whether carried out by an individual or by a group
- An imbalance of power that leaves the victim feeling defenceless and/or helpless

### **Aims:**

- To prevent bullying at Wrotham Road Primary School by creating an ethos where pupils respect each other and accept differences
- To raise pupils' awareness of bullying behaviour and the school's anti-bullying policy
- To challenge attitudes about bullying behaviour, increase support for affected pupils and help maintain an anti-bullying ethos in the school
- To provide play facilities that help create an interesting and stimulating environment for pupils, alongside quiet seating areas that can be easily supervised
- To provide a safe and secure environment where all can learn without anxiety

### **The role of the Governing Body:**

1. The Local Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Local Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
2. The Local Governing Body monitors the incidents of bullying that occur 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:**

1. It is the responsibility of the Headteacher to implement the school anti-bullying policy 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 reports to the Local Governing Body on the effectiveness of the policy upon request.
2. The Headteacher ensures that all children know that bullying is wrong and unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as a forum in which to discuss with other children why this behaviour was unacceptable and how it is being dealt with.
3. The Headteacher ensures that all staff receive sufficient training, in order to be equipped to deal with all incidents of bullying behaviour.
4. The Headteacher establishes the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
5. The Headteacher will listen to the views of pupils and their experiences and stress to pupils that 'telling' does not rebound on a victim, or the witness, and publicise how pupils can access help and advice e.g. through the School Council, buddy systems and playground friends.

### **The role of the teacher:**

1. Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They record all incidents that happen in their class and that they are aware of in the school.
2. If teachers witness an act of bullying behaviour, they do all they can to support the child who is being bullied and the instigator. If it is suspected a child is being bullied over a period of time the teacher will inform the Headteacher and the parents.
3. If teachers become aware of any bullying behaviour taking place between pupils in the school, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying and consequences for the child who has carried out the bullying. We endeavour to help children change their behaviour in future.
4. Teachers routinely attend behaviour management training that enables them to become equipped to deal with incidents of bullying and also to recognise changes in a child's behaviour that might indicate bullying is taking place.
5. Teachers support all children in their class in order to establish a climate of trust and respect for all. Praising, rewarding and celebrating the success of all children will help to prevent incidents of bullying behaviour.

### **The role of lunchtime staff:**

1. If lunchtime staff witness bullying behaviour, they must do all they can to support the child it is being aimed at. If it is suspected a child is being bullied over a period of time, the member of staff will inform the class teacher and Headteacher or Deputy Headteacher.
2. Lunchtime staff will record any incidents witnessed as required.

### **The role of pupils:**

1. To behave in a caring and responsible manner towards one another and not engage in behaviour that could be regarded as bullying.
2. To tell an adult if they feel they are the focus of negative behaviour as soon as possible
3. To support their peers if they are aware another child is suffering by reporting any incidents to an adult.
4. To understand that 'telling' does not rebound on a victim *or the witness*.
5. To deal with unwanted behaviour in a non-violent manner.

**The role of parents:**

1. Parents 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 immediately.
2. Parents 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.

**Monitoring and review:**

1. The Headteacher will monitor this policy and report to governors about the effectiveness on request.
2. This anti-bullying policy is a responsibility of the governing body and they review its effectiveness annually. They do this by examining the school's anti-bullying/behaviour incidents log and by discussion with the Headteacher. Governors analyse information with regard to gender, age and background of all children involved in bullying incidents.

Agreed by the Local Governing Body in March 2019

**Where to find help:**

The following Anti-Bullying Alliance members provide helplines for children and parents who are experiencing problems with bullying.

If you are a child or young person looking for help, please call: Child Line – 0800 1111 or go to: <http://www.childline.org.uk/Bullying.asp>

NSPCC – 0808 800 5000 or go to: <http://www.nspcc.org.uk/html/home/needadvice/bullying.htm>

If you are a parent concerned about your child, please call: Kidscape – 020 7730 3300 or visit [www.kidscape.org.uk](http://www.kidscape.org.uk)

Parentline Plus – 0808 800 2222 or visit [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

The Anti-Bullying Alliance and the Children's Legal Centre have produced a guide for parents to bullying and the law. You can download the guide here: <http://www.ncb.org.uk/resources/abacleguidetolaw.pdf>

Anti-Bullying Alliance Website: <http://www.ncb.org.uk/aba/index.asp>