West Hill Primary School

Anti-Bullying Policy

West Hill Primary School is a Unicef Rights Respecting School. The United Nations Convention on the Rights of the Child (UNCRC) is central to the values and ethos of the school.

Article 28 'Children have a right to a primary education. Discipline in school should respect children's human dignity'.

Article 31 'All children have a right to relax and play and to join in with a wide range of activities.'

'Children have a right to be protected from conflict, cruelty exploitation and neglect, then they also have a responsibility not to bully or harm each other'

UNICEF Children's Rights and Responsibilities.

This policy is written in conjunction with DfE Guidance "Preventing and Tackling Bullying Advice for Head teachers, staff and governing bodies"

www.gov.uk/government/publications/preventing-and-tackling-bullying

Aim

"We aim to offer all children the opportunity to develop academically, socially, physically, aesthetically and spiritually, within a structured and supportive environment appropriate to their needs, irrespective of race, gender, class, ability and ethnicity."

Statement of intent

At West Hill we are committed to developing an anti-bullying culture where no bullying is tolerated. This will be achieved by providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING school**. This means that anyone who knows bullying is happening tells a member of staff or other responsible adult e.g. parent /carer.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will take action by identifying and dealing with bullying behaviour appropriately and promptly.
- Ensures that pupils feel safe to learn, that any incidence of bullying will be dealt with sensitively and effectively, that pupils abide by the anti-bullying policy.
- Works together to uphold the anti-bullying policy, the school reports back on bullying reports and responds promptly to complaints from parents/carers.
- Identifies good anti-bullying practice from local and national resources where appropriate.

What is bullying?

Bullying is "Behaviour by an individual or a group usually repeated over time that intentionally hurts another individual either physically or emotionally and involves an imbalance of power".

(Preventing and tackling bullying, October 2014)

In the words of our children

Bullying is repeated over time and includes:

-        Trying to make you do things you don't want to do.

-        Hitting or punching or trying to hit you.

-        Hurting your feelings.

-        Making fun or teasing.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital technology (cyber bullying) such as sending inappropriate, messages, offensive and degrading images by text, instant messenger websites and social media websites or via the internet.

Bullying can be:

- Related to race, religion culture
- Related to SEND (Special Educational Needs or Disability
- Related to appearance or physical /mental health conditions
- Related to sexual orientation (homophobic and biphobic, transphobic bullying)
- Related to Young carers and children looked after or otherwise related to home circumstances.
- Related to sexually abusive comments , unwanted physical contact, sexist remarks
- Related to technology –cyber bullying

Why is it important to respond to Bullying ?

Bullying hurts, causes pain and distress. Everybody has the right to be treated with respect and feel safe. Pupils who demonstrate bullying behaviours need to be supported to learn different ways of behaving.

Prevention, Identification and Responses to Bullying.

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice driven bullying.
- Provide regular, consistent opportunities to develop pupils' personal, social and emotional skills, including resilience.
- Provide a range of approaches for pupils, staff and parent/carers to access support and report concerns.
- Challenge practice that does not uphold the school values such as tolerance and respect.
- Consider all opportunities for addressing bullying in all forms throughout the school; assemblies; peer support; buddy systems; school council; PSHE curriculum.
- Regularly review and evaluate approaches to take into account developments in technology and provide up to date advice, education and guidance to all members of the school community regarding positive safe online behaviour.
- Train **all** staff to identify all forms of bullying, following school policy and procedures (recording and reporting).
- Record, monitor and evaluate incidents of bullying to develop effect strategies to prevent bullying.
- Develop 'safe spaces' for vulnerable children.
- Draw upon a variety of resources and techniques to resolve issues between the bullied and the those with bullying behaviours.
- Celebrate success and achievements to promote and build a positive school ethos.

Dealing with Incidents:-

What pupils can do if they are being bullied or they see someone being bullied.

The school and class councils have discussed how we can ensure that we are a 'telling school'. They have suggested a number of ways in which children can tell and respond to bullying. These are in no specific order and children are encouraged to use whichever is appropriate to their needs. These are discussed in the classroom, in assemblies and are displayed throughout the school.

- Tell a teacher or adult at the school.
- Tell a buddy.
- Tell the child doing the bullying to stop.
- Offer to go with the child to the teacher.
- Use your friends for support.
- If both agree, the bully and the bullied child to come together to talk about the bullying.

- Teacher to give all children in the class an opportunity to say if they know anything.

- Bully given paper to write down what they did and how they feel.

- Have regular mini circle times to address any problems quickly.

- Don't retaliate.

The following steps may be taken when dealing with incidents

- If bullying is suspected or reported a clear and precise account of the incident will be recorded and given to the head teacher or deputy head teacher.
- The head teacher or deputy head teacher will follow up the investigation and record the outcome.
- Parents and carers of all involved will be kept informed throughout the process.
- Individual teachers will be informed and updated with actions.
- All staff on duty or working with the class will be made aware of the incident.
- Sanctions will be put in place as appropriate.
- Where clearly established as bullying behaviour the incident will be recorded on the behaviour management system.

Supporting pupils

Pupils who have been bullied will be supported by:

- Being provided with 'Time to Talk' with an identified member of staff.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence –referral to pastoral team.
- Working with external agencies where appropriate.
- Working together with parents/carers to provide support beyond the school.

Pupils who have bullied will be helped by:

- Establishing concerns and the need for change.
- Working with parents and carers and child to change attitudes and behaviour.
- Providing targeted education and support as appropriate.
- Sanctions in place as consequence for behaviour.
- Working with local services as appropriate.

Involvement of pupils

We will

- Regularly ask children's views about bullying.
- Make sure children know how to ask for help, who to ask.
- Make sure children understand the consequences and sanctions.
- Annually take part in the Anti-Bullying week campaign.
- Ensure cross key phases PSHE curriculum is monitored and evaluated.
- Publicise help lines and websites to support all pupils in need.

Support for parents and carers

We will:

- Make sure key information about bullying is available in a variety of formats (e.g.school policies).
- Ensure parent /carers are able to report concerns (open door).
- Ensure complaints procedure is known.
- Ensure parents know where to get advice and guidance about bullying.
- Work with all stake–holders within the local community to support families beyond the school gate.
- Provide positive behaviour role-models for parent and carers both on and off line.

Links with other school policies

This policy links with a number of other school policies, practices and protocols for example:-

- Behaviour
- Complaints
- Child Protection and Safeguarding
- Online Safety and Acceptable use
- PSHE

Links to legislation

The Education and Inspection Act 2006, 2011

The Equality Act 2012

The Children Act 1989

Responsibilities

It is the responsibility of;

- School governors to take a lead role in monitoring and reviewing the policy.
- Governors, head teacher, senior leadership, teachers, non-teaching staff to be aware of this policy and implement it accordingly.
- The head teacher to communicate the policy to the school community.
- Staff to support and uphold the policy.
- Parents and carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.
- Monitoring and review.

Chair of Governors signature…………………………………………………………
Date approved by Governors……………………………………………………..
Date of review…………………………………………………………………………

Supporting Organisations and Guidance ;

- Anti-Bullying Alliance : www.anti-bullyingalliance.org.uk
- Childline: www.childline.org
- Family lives www.familylives.org.uk
- "No health without mental health" www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy
- Kidscape www.kidscape.org.uk
- MindEd www.minded,org.uk
- NSPCC www.nspcc.org.uk
- Victim support www.victimsupport.org.uk

Cyberbullying

Childnet International www.childnet.com

Digizen: www.digizen.com

Think u Know www.thinkuknow.co.uk

UK safer internet centre www.saferinternet.org.uk

LGBT

EACH www.eacheducation.org.uk

Pace www.pacehealth.org.uk

SEND

Changing Faces www.changingfaces.org.uk

Mencap www.mencap.org.uk

Racism and Hate

Anne Frank Trust www.annefrank.org.uk

Kick it Out: www.report-it.org.uk

Stop Hate www.stophateuk.org

Show racism the red card www.srtrc.org/educational