

# West Twyford Primary School

## Anti-Bullying Policy



Last reviewed on:	Summer 2024
Next review due by:	Summer 2026
Approved by:	Teaching and Learning Committee

# Anti-Bullying Policy

## **AIM:**

The aim of this anti-bullying policy is to provide a safe and secure environment in which effective learning can take place, and where there is care and consideration for all members of our community.

## **ETHOS:**

We believe our aim will be best achieved in the framework of a relaxed, pleasant atmosphere in which pupils can approach adults and feel that concerns will be followed up.

We will make it clear to pupils, staff, parents and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both the people who are harmed and who are harming.

## ***BULLYING CANNOT AND WILL NOT BE TOLERATED***

## **BULLYING:**

Bullying can take place in many forms. All of them are wrong. Bullying is not acceptable in any form.

- It may be carried out by a group or one person and it will be over a period of time. It may involve hitting, kicking, threats, name-calling or less obvious ways, such as ignoring or excluding someone.
- It is similar to harassment and other forms of abuse, such as racism and the abuse of children by adults. The person or people doing the bullying [both sexes bully and are bullied] may be the same age or older or younger than the person they are bullying.
- It does not only take place between children. Parents, teachers and other adults sometimes bully children. If a teacher persistently humiliates a child, his/her self esteem will be damaged.
- Children may bully parents, teachers and other adults. A concern is that adults may be reluctant to admit this.
- A more positive, open, approach should help all members of our school to develop the necessary skills to deal confidently with all aspects of bullying.

## **HOW PEOPLE MAY REACT**

Information may come from a variety of resources; e.g. another child, witness, parent, guardian, carer or other child.

- Investigation may be a lengthy process. Feelings of guilt, shame, anger, frustration, fear and foolishness may lead people to deny that they have been bullied.

- Similarly, the people who are bullying are unlikely to have the skills of self control and unable to control their behaviour as yet and therefore, are likely to rationalise their behaviour. They may deny that they have been bullying {e.g. *"it was only a joke"*}; they may minimise the seriousness of it {e.g. *"I didn't really hurt him"*}; they may attempt to justify the behaviour {e.g. *"he asked for it"*}; they may deny personal responsibility {e.g. *"I was in a bad mood – I couldn't help it"*}. These rationalisations need to be exposed. Everyone is always responsible for their own actions and bullying is never acceptable. When an incident occurs the following process will be put into practice.

## **STRATEGIES USED TO DISCOURAGE BULLYING**

As a School we are pro-actively discouraging bullying by using a variety of the following strategies:-

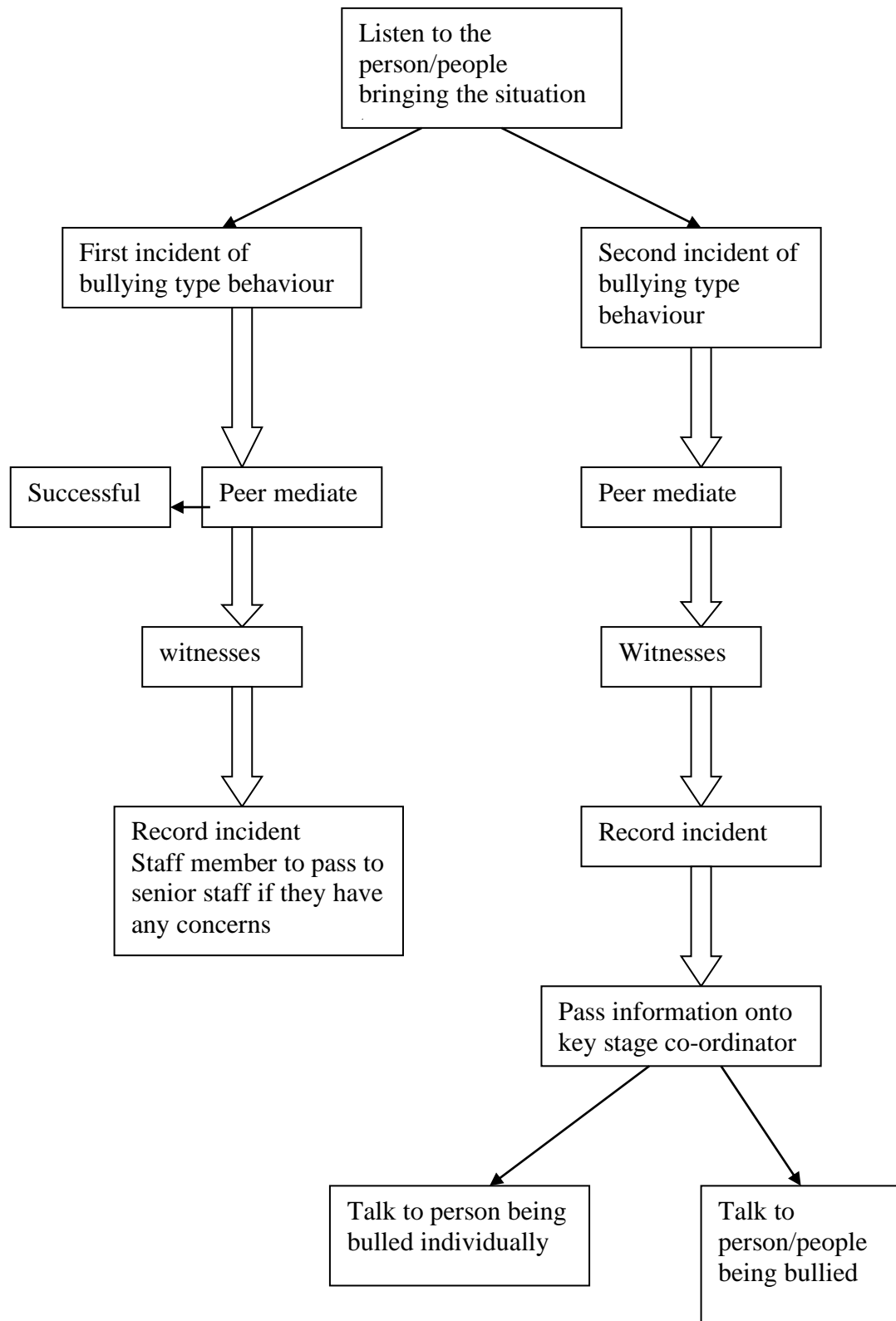
- Peer mediation
- Circle time
- Training for all school staff
- Using the PSHE program [look at relationship building skills, talk about feelings, discuss stories about bullying, discuss possible solutions to bullying]
- Encouraging children to work together in class [not to only work with their friends]
- Using assemblies to discuss bullying
- Recording and monitor bullying

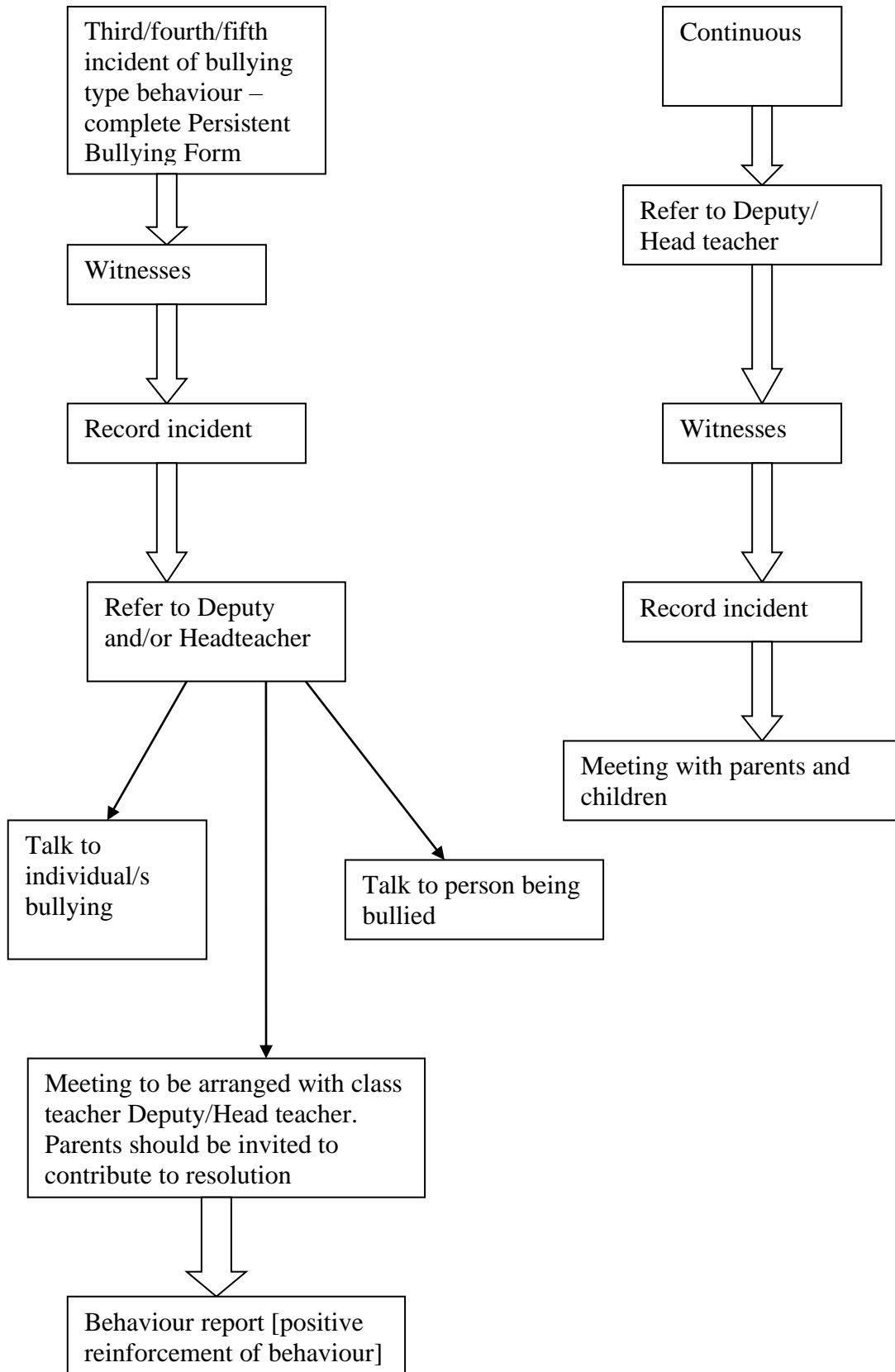
## **POSSIBLE SIGNS OF BULLYING**

Children who are being bullied at School will not always be prepared to tell those in authority. For those pupils who are unable to tell staff about their problem, observation regarding specific behaviour patterns can be routinely established within the School:-

- unwillingness to come to School;
- withdrawn, isolated behaviour;
- complaining about missing possessions;
- refusal to talk about the problem;
- being easily distressed;
- damaged or incomplete work;

## PROCEDURES





## **HELPING THE VICTIM**

In order to help the victims of bullying the co-operation of teachers, parents/ carers, pupils and anyone else involved in the school is encouraged. Parents/ carers are to attend special meetings with pupils and teachers. All the people present at the meeting will be encouraged to make a contribution towards the discussion.

Teachers will discuss bullying in circle time, involving the whole class. Children will be reassured that by telling an adult about being bullied is not telling tales.

## **WORKING WITH PARENTS/ CARERS**

Parental support is often a key to success or failure in anti-bullying initiatives. Parental approval is important to young people of all ages. Parents/ carers and teachers should work together to help prevent bullying.

Useful approaches may include:-

- regular consultation and communication
- providing information about the nature and effects of bullying by means of posters displayed in the School
- advising parents of possible consequences of their children bringing valuable items to School
- having a meeting with parents discussing the nature of bullying and discussing surveys and questionnaires carried out in the School
- explaining the School policy, making sure procedures are followed

## PERSISTENT BULLYING FORM

### **Details of child experiencing bullying:**

Class:

Child Protection Concerns:

Special Educational Needs?

Looked After Child?

### **Details of child with bullying behaviour**

Class:

Child Protection Concerns:

Special Educational Needs?

Looked After Child?

Nature of bullying: (eg name calling, excluding from playing etc, physical, cyber, racist, homophobic etc)

Previous incidents and action taken:

Parental involvement (for both children):

Plan of action:

Date for Review:

Plan of action

## REVIEWS:

Update to include feedback from both parties and other relevant witness eg class teacher / parent

Further Action?

Update to include feedback from both parties and other relevant witness eg class teacher / parent

Further Action?

Update to include feedback from both parties and other relevant witness eg class teacher / parent

Further Action?