

Anti-Bullying Policy



Agreed by Governors	Summer 2021
Date for Review	Summer 2024



ANTI-BULLYING POLICY

Introduction and Rationale

At Westfield Infant School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential. We would expect pupils to feel safe in and out of school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support should they feel unsafe.

All members of the school community have the right to feel valued, equal and respected and be able to come to school without fear. Bullying can have a serious impact on a person's self-esteem as well as their emotional and mental health, which in turn prevents them from developing their full potential. Pupils and staff need to feel safe from different forms of harassment and bullying, including those related to faith, race, gender, sexuality and disability.

Bullying and harassment, in any form, will not be tolerated at Westfield Infant School. We are committed to providing a happy, safe and purposeful learning environment in which every pupil has the opportunity to excel. All reported incidents of bullying will be followed up.

Purpose of Policy

- To promote the school's aims and values, and the school's commitment to the Framework for Ethical Leadership.
- To develop a positive and safe learning environment in which bullying will not be tolerated
- To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community
- To ensure pupils develop an understanding of what bullying and harassment are and understand how to ask for help or support when needed
- To ensure pupils understand and are confident that any issues they raise will be dealt with promptly and effectively
- To raise the standards of behaviour and levels of achievement of all.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers and pupils.

Pupils contribute to the development of the policy through the School Council and Circle Time discussions.

Definition of Bullying

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' (*Preventing and tackling bullying - Advice for head teachers, staff and governing bodies, March 2014*)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when pupils with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does Bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding children from friendship groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are Children and Young People bullied?

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation – homophobia/not fitting in with gender stereotypes
- bullying of Young Carers or Looked After Children or otherwise related to home circumstances
- sexist or sexual bullying
- bullying related to family issues
- bullying due to families not getting along with each other and encouraging their children to discriminate.

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately. Bullying can take place between:

- young people
- young people and staff
- staff
- individuals or groups.

Our Proactive Strategies include:

- The issue of bullying and harassment will be raised annually in order to maintain awareness and develop an understanding so that pupils feel able to seek support should they feel unsafe. This is taught through school assemblies and class discussions, with particular reference during Healthy School Week, Anti Bullying Week and Circle Time sessions.

- Promoting friendships between different backgrounds through 'Friendship Afternoons', the use of persona dolls and PSHEE.
- Every opportunity to promote whole school initiatives such as Anti Bullying week and theatre productions.
- Bullying and harassment will be addressed within the PSHEE and Citizenship Curriculum.
- Monitoring and evaluation of any issues relating to bullying and harassment is recorded through notes on CPOMS about child observations and discussions. Staff meetings, work sampling, and Pupil Attitude Surveys (Year 2) are also useful tools.
- An annual parent/carer questionnaire asking how safe their child feels at school and how well the school deals with bullying.
- Specific curriculum input on areas of concern such as cyberbullying and internet safety during Healthy School Week and within the Computing curriculum.
- Playground Friendship train and Playground Friends system.

Reporting and Responding to Bullying

Our reactive strategies include:

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour Policy.)
- In all cases details of the incident and action taken will be recorded on CPOMS Parents/Carers of both the victim and bully will be kept fully involved.
- If it is a serious incident temporary or permanent exclusion will be considered after a full review of the facts.
- Bullying incidents will be logged and monitored on a termly basis by the Headteacher. This information will be given to the Governing Board each term as part of the Headteacher's Report.

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers and pupils). This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Pupils are encouraged to report bullying to any school member of staff. Parents/Carers, staff, visitors and bystanders are encouraged to report concerns to a member of staff or the Headteacher following the procedures outlined below.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. Westfield Infant School will take the following steps after an incident of bullying has been reported:

- Interviewing all parties
- Informing/feeding back to parents/carers
- A range of responses appropriate to the situation: solution focused, restorative approach, Circle Time with pupils, individual work with the victim, individual work with the perpetrator, referral to outside agencies if appropriate
- Referral to Behaviour Policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up/feeding back to the person who reported the situation and parents/carers
- Support for the victim and the bully
- Police involvement (e.g. if a crime has been committed).

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident, using the form in Appendix 1, and this will be notified to and held by the Headteacher.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of this policy.

This information will be presented to the Governors in an anonymous format as part of the annual report.

Links with other Policies

Behaviour and Discipline Policy

Keeping Children Safe at Westfield Infant School

Keeping Schools Safe from Abuse, Threats and Violence

Partnership Between Home and School Policy

Social Media Policy

Acceptable Use Policy

Computing and E-safety Policy

Single Equality Policy

Special Educational Needs and Disability Policy

PSHEE and Citizenship Policy

Complaints Policy & Procedure

Confidentiality Policy

Whistleblowing (how to raise issues of a serious concern) Policy.

Roles and Responsibilities

It is recognised that the Headteacher and Governing Board have a statutory responsibility for school behaviour and discipline. However, that all members of the school community accept collective responsibility for the successful implementation of this policy.

The Headteacher has overall responsibility for the policy and its implementation and liaising with the Governing Board, parents/carers and outside agencies. The PSHEE Subject Leader has responsibility for handling the implementation of this policy.

The PSHEE Subject Leader's responsibilities are:

- Policy development and review
- Implementing the policy and monitoring and evaluating its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Co-ordinating strategies for preventing bullying behaviour
- Assessing and co-ordinating training and support for staff and parents/carers where appropriate.

Kaye Leadbetter is the nominated Governor with the responsibility for Anti-bullying (Behaviour).

This policy will be reviewed in the Summer Term 2024 unless a change in legislation requires an earlier review.

Adopted by the Governing Board and Signed by
Chair of Governors

Date: 30.6.21

Appendix I

Bullying Incident Recording Form



Date/time of incident	
Children involved (including bystanders)	
Where incident took place (playground, classroom, etc.)	
Type of bullying (please tick or highlight)	Physical <input type="checkbox"/> Indirect <input type="checkbox"/> Verbal <input type="checkbox"/> Cyber <input type="checkbox"/>
Form of bullying (please tick or highlight)	Racist <input type="checkbox"/> Religious <input type="checkbox"/> Cultural <input type="checkbox"/> Sexual <input type="checkbox"/> SEN/disability <input type="checkbox"/> Homophobic <input type="checkbox"/> Other (please state):
Brief summary of incident	
Member/s of staff reported to/witnessed by	
Impact of incident	
Action taken	
Follow up action (including dates)	
Signed (name)	