

Anti-bullying Policy

Reviewed Oct 18
Next review: Autumn 19

1 **Vision**

We are committed to providing a friendly, caring and safe environment for all our pupils so that they can learn in a secure environment.

1.1 **Intent**

If bullying does occur at Windrush, staff, children and pupils will know how to manage it.

Bullying is defined by Windrush School as:

“The same person hurting another person over and over again emotionally or physically over a period of time”

2 Bullying can take different forms;

Verbal (direct and indirect) – name calling, teasing, spreading rumours, threats

Physical – hitting, kicking, punching, damaging or stealing another person’s belongings

Cyber – messages via text, e-mail or instant messaging services

Pupils may be bullied for various reasons e.g. because of their race, religion, appearance, disabilities and home circumstance. Children from ethnic minorities, disabled children or those with learning difficulties can be more vulnerable to bullying.

Bullying is **not** – play fighting, one child bumping into another, when children fall out or a physical reaction to frustration

2.1 As a school we are also aware that bullying may occur between pupil/s – teacher, teachers-teachers and parents –teachers. The school has a clear complaints procedure that pupils and parents may use should they feel they are being bullied by an adult (see complaints policy- available for parents on the school website). If a member of staff thinks they are being bullied by another member of staff then there is a whistle blowing policy which all staff know of and can follow (see whistle blowing policy in staff room or on Fronter)

2.2 Reporting and recording bullying

- Behaviour is managed in line with the behaviour policy. If repeated behaviour was identified as bullying it would be presented to the Head of School. The Head of School will speak with the child and will contact parent/carers to discuss the matter and a record of this is made on our online reporting system, My Concern..
- If a child feels that they are being bullied they must report it to their class teacher.
- Serious incidents would result in a red card (in line with behaviour policy) and the

child would be sent to the head teacher, parents are contacted if a child receives a red card.

3 Responding to the bullying

Both staff and pupils have a role to play in dealing with bullying.

- Pupils must tell staff immediately if either they are being bullied or if they suspect someone else is being bullied.
- Staff will listen to and support children who are involved in bullying.
- The class teacher will be notified of any incidents if it is reported to another member of staff.
- The class teacher will investigate the incident and make with a written report.
- A discussion will then be held between the class teacher and head teacher to discuss the next steps for both the child who has experienced the bullying and the perpetrator.

4 The consequences for bullying will be applied fairly, proportionately, consistently and reasonably. The aim of the consequence is to

- Show the perpetrator that what they have done is unacceptable
- Deter him/her from repeating the behaviour
- Signal to other pupils that bullying is unacceptable

Consequences could include – loss of play time, excluded from class (working outside head teacher’s office) exclusion from school for a fixed period if the bullying is persistent and shows no sign of abating

It is also expected that the perpetrator apologises for the harm they have caused.

We will take account of children’s needs. Bullying by a child with disabilities is no more acceptable than bullying by other children and it will be made clear that their behaviour is unacceptable, but their needs will be taken into account when giving consequences.

Incidents of bullying will be followed up by the class teacher and Head of School. Initially the class teacher will monitor the behaviour of those involved in the bullying, observing and talking to the children. After two days the head teacher will speak to the child who was bullied to ensure that they are safe and happy in school. (This will form part of the evaluation of the anti-bullying policy)

If sanctions do not resolve the problem then the Head of School will have a number of

options; he/she can temporarily exclude the bully, seek support from the Behaviour Outreach team at Waterside, set up a PSP with the LA, set up Learning Mentor time, seek counselling for the child from the school counselor or seek support for the family from the Family Liaison Counsellor.

We will also ensure that the needs of the child who has been bullied are met by ensuring that their learning is not disrupted, they still have access to their friends, that they are aware of the consequences being given to the perpetrator and they will be offered support through learning mentors and counselors.

The school will work with parents when an issue of bullying is brought to the head teacher's attention. The head teacher will meet with the parents of those who are causing the bullying. Parents will be informed of what is happening and consequences being given, the school will work with parents to help the child learn and understand the consequences of their actions.

The class and Head of School will meet the parents of the child being bullied to discuss the situation and reassure them that the situation is being dealt with in line with the policy.

5 Preventing bullying

We use a range of rewards and strategies to encourage children behave well and take care of each other

- Circle time
- Buddy system at play times
- Positive play times through the use of games and activities
- Commendation assembly
- Participating in anti-bullying week
- Children work with the class teacher to establish and agree class rules
- Postcards home telling parents about good behaviour

6 Monitoring and review

This policy was written in consultation with pupils, staff and parents. School council discussed the policy, and introduced the child's version across the school.