Westminster

Primary

School

Nurturing Minds...
Inspiring Excellence

Anti-Bullying Policy

Ratified by trustees: December 2021

To Be Reviewed: December 2024

ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Aims

- To help individuals celebrate and value their differences and to acknowledge and respect the differences of others.
- To encourage everyone to view themselves as an important part of the school community where their participation is valued and views appreciated.
- To promote in everyone a positive attitude and high self-esteem.
- To help individuals to understand and accept the consequences of their own actions.
- To develop a programme whereby all incidents of bullying and harassment are dealt with fairly and appropriately.
- To help everyone to feel secure in reporting incidents of bullying.

A Definition of Bullying

- It is hurtful behaviour, which is often, though not necessarily, deliberate.
- It is repeated over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying can be:

• Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
• Physical	pushing, kicking, hitting, punching or any use of violence.
• Racist	racial taunts, graffiti, gestures
• Sexual	unwanted physical contact or sexually abusive comments
• Verbal	name-calling, sarcasm, spreading rumours, teasing

Why is it important to respond to Bullying?

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.
* All racist bullying must be reported to phase leaders.

Objectives of this Policy

- All trustees, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All trustees and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to and from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff
2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
3. Where bullying is established, parents will be informed.
4. If necessary and appropriate, police will be consulted
5. An attempt will be made to help the bully (bullies) change their behaviour
6. Where bullying is found, a senior leader will record the incident.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
2. In serious cases, exclusion will be considered.
3. If possible, the pupils will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Preventative Work in School

- Teaching through PSHE (issues of self-esteem and kindness towards others).
- In response to events in school, pupils will be given the opportunities to discuss issues relating to bullying. This may include the following:
  - What is bullying?
  - Who is a bully?
  - How does the victim feel?
  - How does the bully feel?
  - Who can the victim tell?
  - How can we support the bully?
  - Possible bully and children being bullied will be monitored.

The person informed about bullying will help by:

- talking the situation through;
- passing on concerns to a member of the senior leadership team;
- if the person informed about bullying is able to, they will interview other witnesses, talk to the alleged bully and bystanders and plan to improve the situation. Otherwise these tasks will be carried out by a senior leader.
- monitoring the situation over an agreed period of time.

Roles and Responsibilities

Headteacher:

- Always listen to anyone who feels they are a victim of bullying.

Staff:

- Always listen to a pupil who feels they are a victim of bullying.
- Discuss with the victim choices to be made to make the situation better.
- Record the incident on CPOMS.
- Seek advice from other staff or parents, who know the pupil well, so that well informed decisions can be made about the support offered.
- Inform the Headteacher/Deputy Headteacher/Assistant Headteachers if you have any concerns.

Pupils:

- Always tell a member of staff if someone you know is upset or being bullied.
- Tell someone if you are being hurt or bullied.

School Parliament members:

- Be available for any child to discuss bullying issues.

Parents:

- If a pupil is distressed or regularly reports worries or fears over another pupil's behaviour in school, inform the class teacher or Headteacher as soon as possible. Where appropriate liaise and work closely with the member of staff who is supporting your child.
- Sensitively monitor progress and report back continuing concerns of a similar nature.

Trustees:

- The Trust Board must investigate any long-term grievance or concern for a family who feel that a bullying issue has not been resolved by staff in school.