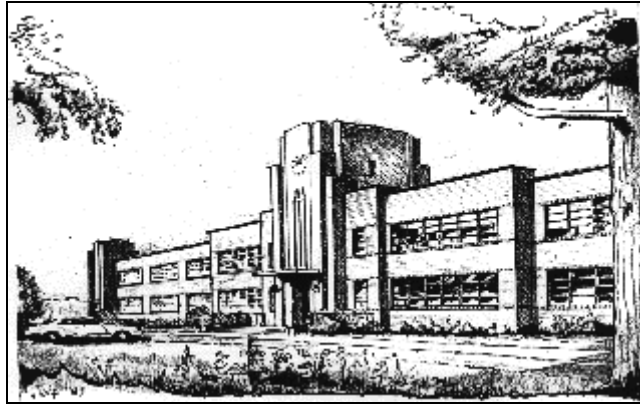


William Torbitt Primary School



ANTI-BULLYING POLICY 2016

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. We are a 'Telling' School. This means that even if the person being bullied is too afraid to tell an adult, all the bystanders know that it's their duty to do so and that they won't be accused of telling tales.

This policy will be in line with the Behaviour policy.

What Is Bullying?

Bullying is deliberately hurtful behaviour, often repeated over a period of time.

The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- Cyber (using text, phone, e-mail, social networking)

Bullying can take place through face-to-face contact, by text/phone, on the internet, via a go-between.

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 reflect on the impact of their actions on others and learn different ways of behaving.

Objectives of this Policy

- To develop a whole school approach and effective implementation of a policy on bullying.
- To use the curriculum as a vehicle to raise awareness of the issues surrounding good, healthy friendships and of the expectations of the school.
- To provide a supportive framework for everyone concerned.
- To create a safe environment where students, staff and parents/carers feel they can talk openly about what is happening.

How might I know that bullying is happening?

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or not wanting to come to school. Pupils must be encouraged to report bullying in schools.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Procedures for reporting and responding to bullying incidents

Allegations of incidents of bullying at William Torbitt Primary School will be taken seriously by all staff and dealt with promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations are investigated and resolved.

The following procedures are to be followed:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

- The “**target**” of the bullying should have the opportunity to talk through the situation with an adult and a written record of the incident or series of events made.
- The “**bully**” should also have the opportunity to talk through the situation with an adult and a written record of the incident or series of events made.
- The member of staff dealing with the incident must inform the year group leader or a member of the senior leadership team as appropriate.
- All concerned will be interviewed and a record made.
- Class teachers will be kept informed.
- Parents/carers will be kept informed.
- The bully (bullies) will be given appropriate sanctions and parents, in most cases will be informed of the behaviour
- If possible, the pupils will be reconciled.

Pupils who have been bullied will be supported by:

- Having an immediate opportunity to discuss the experience with a member of staff.
- Receiving reassurance and comfort from staff, parents and their peers (if appropriate)
- Learning and practicing, with help, strategies to tackle bullying.
- Restoring self-esteem and confidence.

Pupils who have bullied:

An attempt will be made and support given to help the bully (bullies) understand and change their behaviour. This will be done by:

- Making it clear that their actions are unacceptable and why.
- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and the need to change.
- Informing parents or carers to help change the attitude of the pupil.

The following disciplinary steps can be taken: (Additional information can be found in the Behaviour Policy)

- Official warnings to cease offending
- Loss of privileges, e.g. spending playtime and lunchtimes with an adult, being withdrawn from participation in a school visit, club or event not essential to the curriculum.
- Exclusion from certain areas of school premises
- Fixed-term exclusion
- Permanent exclusion.

Prevention

At William Torbitt Primary we aim to prevent bullying as far as possible and to equip children with the confidence and knowledge to tackle it if it should occur.

We do this by:

- Promoting an ethos that values the rights and responsibilities of each member of our school community.
- Agreeing whole school promises. (See Appendix A)
- Ensuring the 8 goals of the school are adhered to (see appendix B)
- Signing a behaviour agreement
- Ensuring that Personal, Social and Health Education/SEAL has a high profile within the curriculum and in assemblies.
- Ensuring that e-safety is embedded within the ICT curriculum and underpins the use of ICT across the curriculum.
- Ensuring that there are planned curriculum opportunities each year to re-enforce the key messages of 'What is bullying?' and 'What should you do if you think some-one is being bullied?'
- Regularly discussing and reminding pupils about the important role of the 'bystander' in making sure that an adult is told if bullying occurs.
- Ensuring that all staff have high quality training.

Monitoring, evaluation and review

The school will review this policy annually and evaluate its implementation and effectiveness. For example through: School Council consultation, parent/pupil questionnaires and monitoring of data. The policy will be promoted and implemented throughout the school.



**TAKE A STAND
TELL AN ADULT
LEND A HAND**

Respect

I will treat other people the way I would like to be treated. That means not putting up with any form of bullying.

Concern

I will think about my actions and how they make others feel.

Working together

I will help to make sure that William Torbitt Primary School is a safe and happy place to be and work.

Take a stand

I will take a stand against bullying by telling an adult if I think some-one is being bullied. I will **not** be a bystander.

Lend a hand

I will help other people by taking action if I see bullying happening.

Appendix B

