



## **ANTI-BULLYING POLICY**

### **Document Purpose**

Everyone at Worsthorne Primary School has the right to feel welcome, secure and happy. Only if this is the case, will all members of the school community be able to achieve their potential. Bullying of any sort prevents the equal opportunity to learn. It is everyone's responsibility to prevent bullying and this policy contains guidance to support this ethos. The policy is available to all who work in school and to all parents, on request.

### **Definition of Bullying**

Bullying is deliberately hurtful behaviour that is repeated over a period of time. It results in the bullied child, or children, feeling afraid or threatened and makes it difficult or impossible for them to defend themselves. Bullying can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action, such as spreading unpleasant stories about someone or habitually hiding their belongings.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out."

### **Aims or Purposes**

1. To recognise bullying in its many form, including racism, disabilism, sexism and homophobia, and act upon them.
2. To challenge attitudes about bullying behaviour
3. To make all pupils aware of the serious nature of bullying
4. To build an anti-bullying culture in school.
5. To help and advise victims and bullies, and support the rebuilding and repair of relationships
6. To foster an open and honest atmosphere where pupils can communicate freely
7. To communicate with parents of victims and bullies and involve them in the solution.

Signs of bullying that we look for:

- 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- Withdrawn, isolated behaviour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

### **Strategies to Prevent Bullying**

Our aim is to create an environment where bullying cannot thrive. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils develop strategies to combat bullying-type behaviours.

This will be achieved through:

- Regular whole school assemblies that address the issues that surround bullying.
- Anti-bullying week held in the Spring term.
- PSHE lessons in all classes, which may include role-play, circle time activities and use of the SEAL materials.
- School Council, who bring issues to the notice of the staff through their meetings.
- Members of the School Council also taking the role of a “supportive and listening friend” to others in their class.
- Children’s own displays around the school with anti-bullying slogans affirming the school’s standards and values.

Pupils will be taught to “tell someone.” They will be taught to report any incidence of bullying to themselves or to others in school to someone in school, through a School Council member or through their parent/s. There is a ‘Worry Box’ placed outside the Headteacher’s Office which children use to report their concerns.

### **Strategies to Deal with Bullying**

All incidents of bullying or suspected bullying will be recorded in the class Behaviour Log (ABC). They will give details of what happened, when it happened and who was involved. These records will build up a picture of individual children’s behaviours over time and be a source of information. They will be passed on to the next teacher at the end of the year.

Once an incidence has been alleged, an investigation will follow. In the first instance the class teacher will discuss with the issues with the children involved children, in a manner appropriate to their age and understanding. If the incident is not serious, a problem solving approach may help to highlight the issues. Each pupil must be given the opportunity to talk and the discussion should remain focused on trying to **find a solution** and **stop the bullying reoccurring**. There is also a strong emphasis on rebuilding relationships between the pupils involved. This might mean use of ‘restorative approaches’ or ‘Circle of Friends’ groups.

Role play or circle time can be used as a forum for class discussion and concentrate on issues of equal rights, justice, acceptable behaviour and relationships. At all times victims need to feel secure that assertive behaviour or just walking away can be effective ways of dealing with someone who is bullying.

Victims will need the support of other class members in the aftermath of a bullying incident. Teachers should ensure that a support network is established in the class for the child.

All proven acts of bullying should be reported to the Headteacher. This will include any incidence of racial abuse.

### **Parental Involvement**

The parents of victims and perpetrators of bullying will be informed of serious incidents or incidents occurring over a prolonged period of time. They will be given information about action taken and asked to support the strategies proposed to tackle the problem. A senior member of staff will stay involved with both families until the matter is resolved.

The perpetrator of the bullying behaviour will be reminded of the possible consequences of bullying and sanctions for repeated incidents will be clearly explained, in line with the school's Behaviour Policy.

A Behaviour Plan will be drawn up in consultation between school staff, the child and the child's parents/carers. Support from a Behaviour Consultant may be sought if required.

### **Review and Evaluation**

The Anti-Bullying Policy must be fully implemented by all members of staff and have the full backing of parents to be effective.

Parents will be informed of the expectations the school has for the behaviour of their children and the positive ways in which good behaviour is encouraged and rewarded. They will also be informed of how we will work with them if these expectations are not met.