

WEST HAM C OF E PRIMARY SCHOOL

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 someone and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Parents are also encouraged to inform the school of any incidents.

What is Bullying?

Bullying is the persistent or repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (eg 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
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying phoning, emailing, letters, notes, texting, facebook etc
- Religion making fun of a persons religion or faith or the way they dress
- Against staff please see the Code of Conduct

Why is it important to respond to Bullying?

Bullying hurts. It demeans and takes away people's sense of self-worth and importance causing emotional damage that can be permanent.

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.

Objectives of the Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors 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 or 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 or 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
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- School work deteriorates
- 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 is 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 for when bullying is reported

1. The child should speak to their teacher or teaching assistant
2. Report to a mid-day supervisory if at lunchtime
3. If the incident happens at break time, report to staff on duty
4. If they do not wish to speak to anyone, put a note in the Every Child Matters worry box in your class
5. If reported by a child (either the victim or witness) then the adult who has been told completes an anti-bullying log form
6. The incident is then investigated by the Phase Leader or Deputy Head Teacher
7. Parents are informed and called for a meeting to discuss the incident and action to be taken for either the victim or perpetrator. A date will be set for review in 1 month's time.
8. Victim and perpetrator will be monitored by the Class teacher/Learning Mentor/SLT
9. Parents will be called to a final meeting as necessary.

Procedures supporting the perpetrators

1. Speak to the child/parents
2. Send child to 'Time Out' /Behaviour Management Group as appropriate.
3. involve other agencies if necessary, e.g. CFCS

Protection and support for victims

1. Speak to child/parents
2. Attend Nurture/drop in for an agreed period
3. Form a friendship group around the child
4. Learning Mentor to speak to the child regularly and report to SLT.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- School rules
- Playground rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about anti-bullying and why it matters
- Discussions at school council
- Assemblies
- Newsletters
- PSHE
- Training for all staff
- School buddies
- Behaviour policy

- Circle time
- Mindfulness room and resources
- Worry box
- Notes to Head Teacher
- Anti-racist policy
- Inclusion policy
- Learning mentor – ‘Time out’ club
- Use of nurture room
- Anti-bullying week
- Keeping children active
- West Ham Helpers – peer led interventions
- Lunchtime clubs

Sanctions

Sanctions for bullying are set out in the school’s behaviour policy.

Rewards

Please see the Behaviour Policy

Recording Bullying

Completed Anti-bullying log forms are passed on to the Deputy Head teacher who will monitor whether the procedures for dealing with the incident are being followed. Completed forms are sent to the LA.

Bullying Outside School’s Premises

Whilst the school is not directly responsible for bullying off the premises steps must be taken in order to protect our children. Where a pupil tells of bullying off the school premises, a range of steps could be taken:

- Talk to parents
- Talk to the transport company about bullying on trains or buses
- Talk to the head of another school whose pupils are bullying off the premises
- Map safe routes to school and tell pupils about them
- Talk to pupils about how to avoid or handle bullying outside the school premises

Monitoring

The school community will monitor incidents of bullying and the effectiveness of the policy.

Review / Evaluation

Data from monitoring and feedback, provided by staff, families, pupils and governors is used to review and update the policy yearly. A termly report is included in the Head Teacher’s Report to Governors.

Help Organisations

Advisory Centre for Education (ACE)	020 7 354 8321
Children's Legal Centre	01206 873 820
KIDSCAPE (Parents Helpline Mon-Fri 10 – 4)	020 7 730 3300
Parentline Plus	080 8 8002 222
Youth Access	020 8 772 9900

Linked policies:

- Break time policy
- Behaviour policy
- Safeguarding
- Equality

Reviewed JULY 2019