

WEST BRETTON J&I SCHOOL

ANTI-BULLYING POLICY

'Pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus.'

As a school we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can develop and learn in a relaxed and secure atmosphere. Bullying of any kind is wrong and unacceptable, and where any incidents occur, they will be dealt with promptly and effectively. The issue of bullying is specifically discussed in PSHE/SEAL lessons and children are encouraged and expected to tell staff immediately if they feel they are being bullied in any way or if they know of any situation which is making another child feel unhappy, uncomfortable or threatened.

INTRODUCTION

At West Bretton we classify bullying as 'A deliberate and repeated victimisation of a person or a group, by another or group of others.' Bullying results in distress and/or pain to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, gestures
- Verbal name calling, sarcasm, spreading rumours, teasing
- Cyber being harassed, tormented, threatened, humiliated or embarrassed by use of the Internet, interactive or digital technologies or mobile phones

AIMS

In order to prevent bullying, we aim to teach our children that they must treat others with respect, and that they can expect to be treated in the same way. Everyone has a right to feel confident, safe and valued, and no one deserves to be the victim of bullying. Children who are bullying others need to learn different ways of behaving.

As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.

THE SCHOOL CURRICULUM

All children are aware that bullying will not be tolerated. The issue of bullying is dealt with in PSHCE lessons throughout school, with a particular emphasis being placed on this during Anti-Bullying Week each November. Teaching about aspects of relationships, feelings and behaviour takes place in R.E, science, history, geography and literacy. In ICT lessons, as well as at other times, specific teaching is given on the importance of e-safety, and the potential dangers posed by the Internet, particularly in relation to cyber bullying; (See E-Safety Policy). We encourage the children to share their experiences and talk about their concerns. We respond to their questions, and on occasions deal with matters on an individual basis rather than in a whole class situation.

Staff are effectively trained in how to deal with bullying incidents, and any concerns are regularly discussed at the weekly lunchtime staff meetings, which are attended by all staff.

THE ROLE OF PARENTS

We are aware that the role of parents is crucial in this matter. They know that we regard all aspects of bullying as serious, dealing quickly and appropriately with any reported incidents. Parents are encouraged to tell the class teacher or Head teacher about any concerns they have. These are then investigated fully and the results reported back to them.

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 should investigate if a child

- Exhibits a change in normal behaviour
- Is frightened of coming to school, or unwilling to come to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes or personal property damaged or torn
- Has unexplained cuts or bruises
- 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
- Is nervous to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours are not necessarily indicative of bullying and could suggest other problems, but bullying should be considered a possibility and should be investigated.

PREVENTION

In order to encourage positive behaviours and avoid incidents of bullying

- Each class has a classroom agreement, and one of the rules always refers to the way we treat each other. These are regularly referred to.
- Assemblies, and in particular the 'Well Done and Awards' assembly, highlight and celebrate instances of children working well, showing good behaviour or having a positive attitude
- The lunchtime books record good things which the children have done, and these are rewarded with a team point, but also shows where there have been inappropriate behaviours. The children know that these are dealt with straight away.
- The School Council has a suggestion Box in each classroom, and any child is able to use that box to express any concerns they may have.

- The 'Feelings Jar' in the KS2 corridor, gives children the opportunity to express either positive or negative feelings, and these are quickly responded to by the appropriate member of staff.

PROCEDURES

1. Incidents must be reported to staff.
2. Staff will then investigate and deal appropriately with the situation, speaking separately to the pupils involved in an attempt to get both sides of the story. In certain instances other witnesses may need to be interviewed.
3. All parties will then be brought together to discuss the problem and identify solutions. An acknowledgement will be made of the shared responsibility we have in school to treat each other respectfully at all times.
4. In more serious cases, parents will be contacted so that they are aware of what has happened and how it has been dealt with, in accordance with school policy. It may be necessary to discuss ways in which parents can reinforce or support the actions taken by the school.
5. Any bullying incident which occurs outside the school premises and is reported to school will be investigated, and appropriate action taken. This will send a strong message to pupils that bullying will not be tolerated and that perpetrators will be held to account.
6. Bullying incidents are logged with the Local Authority.

SPECIALIST ORGANISATIONS WHICH OFFER SUPPORT WITH BULLYING ISSUES:

- The Anti-Bullying Alliance (ABA)
- Beatbully
- Kidscape
- Childnet
- Mencap
- Stonewall

OUTCOMES

1. The bully will be asked to genuinely apologise, and other consequences may be necessary, e.g. missing a play-time.
2. In very serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident has been investigated and dealt with, the situation will be monitored to ensure that repeated bullying does not take place.

MONITORING AND REVIEW

This policy has been discussed and accepted by the Governing Body.

The policy will be reviewed by the Governors in Autumn Term 2014 or earlier, if any concerns are raised before this date.

Policies will be available on the school website (www.westbretton.wakefield.sch.uk) or through the school office with 24 hours' notice.