



WESTFIELD SCHOOL POLICY AND PROCEDURE

ANTI-BULLYING POLICY

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PRINCIPAL AUTHOR: KIDSCAPE

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WESTFIELD SCHOOL

ANTI-BULLYING

POLICY DOCUMENT

Rationale

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 anyone who knows that bullying is happening is expected to tell the staff. Appropriate methods of communication and advocates are available for all students to feel fully supported.

Aims of This Policy

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what constitutes bullying.
- All governors, teaching and non-teaching staff are familiar with the school policy on bullying, and follow it when bullying is reported.
- All pupils and parents are familiar with the school policy on bullying, and what they should do if bullying is reported.

What is Bullying?

Bullying is the 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 (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Faith taunts, gestures, derogatory terms based on faith or values
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of Internet, such as e-mail & Internet chat room misuse, mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

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.

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 they should investigate if a child:

- Is frightened of travelling to or from school, or 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 to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens self-harm, suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Regularly feels ill in the morning
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is reluctant to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

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

Procedures

1. Report bullying incident to staff
2. The incidents will be recorded by staff using an agreed format. The victim will be heard and supported through the process by a named staff member, with a second adult present.
3. The alleged bully will be asked to give their version of events separately, which will be heard and recorded as above.

4. In cases that cannot be solved internally, parents will be informed and asked to come in to discuss the situation.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. If necessary and appropriate, police will be consulted
7. Strategies will be put in place to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even 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.
5. A termly return is made to the Local Authority to report all cases of bullying, regardless of outcome.

Prevention

The following strategies for helping to prevent bullying are implemented at Westfield. As and when appropriate, these may include:

- Compiling a school/class code of conduct
- Emphasis on the school's Values Curriculum
- Signing a behaviour contract where appropriate
- Implementing social stories or drawing pictures about bullying
- Identify focus stimulus activities or anti-bullying weeks
- Role play
- Having discussions about bullying and why it matters
- PSHE/ Citizenship lesson focus

Help Organisation:

Advisory Centre for Education (ACE)
Children's Legal Centre
KIDSCAPE Parents Helpline
Parentline Plus
Youth Access
Bullying Online

www.bullying.co.uk

The Kidscape website for further support, links and advice www.kidscape.org.uk

This policy was recommended for approval by the Children, Families and Community Committee on 23.1.17 and subsequently approved by the Full Governing Body. To be reviewed annually.

Signed _____ Date _____