



# Westways Primary School

## Anti-Bullying Policy

March 2022

This policy will be reviewed annually

The purpose of this anti-bullying policy is to ensure that pupils are able to learn in a supportive, caring and safe environment without fear of bullying. It is acknowledged that bullying happens in all parts of society, is anti-social and can at times affect anyone. It is unacceptable and will not be tolerated at Westways Primary School.

## **Aims**

- To ensure that everyone in the school community has an understanding of what bullying is.
- To ensure that all governors, teaching and non-teaching staff should understand their responsibilities within the school policy on bullying, and follow it when bullying is reported.
- To challenge and record language and behaviour that discriminate against the protected characteristics in all instances (as set out in UK anti-discrimination law <https://www.gov.uk/discrimination-your-rights>)
- To ensure that all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To develop a whole school ethos in which bullying is regarded as unacceptable.
- To develop a whole school culture where pupils and parents are assured that they will be supported when bullying is reported.
- To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.
- To ensure that all children feel safe and secure at school.

## **What is bullying?**

We acknowledge that there may sometimes be misunderstandings about whether or not behaviour is bullying behaviour or an incident that, whilst it is serious and must be dealt with, does not fall within the definition of bullying.

There are many definitions of bullying, however at Westways we define it as:

- Behaviours deliberately meant to cause emotional or physical harm;
- Behaviours repeated over a period of time;
- Behaviours that deliberately causes an imbalance of power.

There are four main types of bullying:

- *Physical* – including hitting, kicking etc.
- *Verbal* – including name calling, racist, sexist and homophobic remarks.
- *Indirect* – including spreading rumour, exclusion from play.
- *Cyberbullying* – bullying via the use of technology, particularly mobile technologies and the internet to deliberately hurt or humiliate someone.

Although bullying via technology may well occur between pupils outside school hours and off school site, the school takes a pro-active approach towards these behaviours and will follow this anti-bullying policy.

## **Role of the Governors**

- The governing body supports the Executive Headteacher in implementing this policy. Any incidents of bullying are taken very seriously and acted upon.
- The governors require the Executive Headteacher to keep accurate records of any bullying via CPOMS and to report to them about the effectiveness of school anti-bullying strategies.
- The governors should respond to any requests from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Executive Headteacher and asks them to conduct an investigation into the case and to report back to a representative of the governing body, normally the chairperson.

## **Role of the Executive Headteacher/Head of School**

It is the role of the Executive Headteacher/Head of School to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and have access to it.

The Executive Headteacher/Head of School should ensure that:

- All staff know how to deal with incidents of bullying and have sufficient training to do so;
- All children know that bullying is wrong and that it is unacceptable behaviour in the school;
- That the school ethos makes bullying less likely;
- Should ensure that accurate records are kept of any bullying using CPOMS and report to governors about the effectiveness of school anti-bullying strategies.

## **Role of Teachers and Support Staff**

Staff should:

- Investigate any reported or potential incidents of bullying fairly and in accordance with the school policy and procedure;
- Report all incidents of bullying to the Executive Headteacher/Head of School and ensure that they are logged via CPOMS;
- Support the school ethos, which makes bullying less likely.

## **Role of Parents/Carers/Pupils**

- Parents/carers and pupils have a responsibility to support the school's Anti- Bullying policy.
- Parents and carers should work positively with school to support changes to behaviour by not automatically dismissing the suggestion that their own child could be involved in bullying another child.
- Parents and carers who are concerned that their child might be the victim or the perpetrator of bullying should contact their child's class teacher immediately.
- Pupils should take responsibility for their own behaviour, look out for others and play a full part in our school ethos in which bullying is regarded as unacceptable.

## **Strategies to counter bullying behaviour**

The key principles at Westways Primary School are:

- Never ignore suspected bullying;
- Do not make premature assumptions;
- Listen carefully to all accounts – several pupils saying the same thing does not mean they are correct;
- Adopt a solution-focussed approach, which moves people on from justifying themselves;
- Support is provided for both the victim and the perpetrator of a bullying incident;
- Follow up repeatedly, checking the bullying has not resumed.

A range of strategies will be employed to support our anti-bullying ethos. This starts with class teachers providing a positive ethos in the classroom, as we believe that by praising and celebrating success we can reduce incidents of bullying. Other strategies that are employed are wide ranging and may include:

- Involvement in an anti-bullying campaigns (e.g. Anti-bullying Week);
- Involvement in other anti-bullying activities with outside providers;
- Teaching activities linked through PSHE;
- Assemblies that focus on anti-bullying messages;
- Peer mentoring;

- Inclusion team support/involvement;
- Specific/targeted adult supervision;
- Outside agency support.

## **Procedures**

The following steps will be taken when an incident occurs:

- If bullying is suspected or reported, the incident will be investigated immediately by the member of staff who has been approached or another member of staff in school;
- If the investigation of the incident identifies it to be a bullying incident, a clear account of the incident will be recorded on CPOMS and given to the Executive Headteacher;
- The Executive Headteacher/Head of School will ensure that a strategy is put in place, communicated appropriately to all/any children involved, their parents/carers and to any relevant staff;
- Parents will be informed and updated on the outcome whether they are the parent/carer of a child who is being bullied or of a child that is subject to an allegation of bullying.

If the Executive Headteacher/Head of School concludes there has been bullying, appropriate measures will be used to ensure that:

- The pupil being targeted is supported by actions to minimise future risk, restore self-esteem and confidence and put in place on-going support;
- The pupil displaying bullying behaviour understands that their behaviour is unacceptable and that it has consequences;
- The pupil displaying bullying behaviour is supported by actions to enable them to change their behaviour;
- Monitoring takes place to ensure that changes in behaviour are sustained;
- Governors, usually the Chair of Governors, will be kept informed of any serious incidents.

## **Disciplinary Steps**

- Verbal warning to child and parent/carers;
- Targeted exclusions (e.g. from specific activities or parts of the school for a fixed period);
- Internal exclusions (e.g. removal to a different classroom or base for a fixed period);
- Fixed term exclusion;
- Permanent exclusion.

*This policy is to be implemented with reference the Behaviour Policy.*

**Signed:** Executive Headteacher

**Signed:** Chair of Governors

**Date:** March 2022