

# Whitgreave Primary Schools

## Anti-Bullying Policy



**September 2018**

## **Introduction**

The aim of this Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (sending nasty texts, emails, phone calls)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in our schools.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the Primary's Policy.

## **Statutory Duty of Schools**

Head Teacher has a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

## **Implementation**

### **Schools:**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded.
- Where appropriate, an incident will be referred to the appropriate Phase Manager.
- The Phase Manager will interview all concerned and will record all relevant information.
- Appropriate consequences will be administered by the Phase Manager.
- Parents will be informed, if appropriate.
- Further, more serious incidents of bullying will be reported to the Deputy Head/Head Teacher.

### Pupils:

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil, restoring self-esteem and confidence.
- Informing the pupil of the next steps, possible outcomes of the situation.
- Referrals to the Learning Mentor within our Schools, if appropriate.

Pupils who have bullied will be helped by:

- Discussing what has happened.
- Discovering why the pupil became involved in the incident.
- Establishing the wrong doing and the need to change.
- Informing parents/carers, to help change the attitude of the pupil and to avoid further incidents and consequences, if appropriate.
- Referrals to the Learning Mentor within our Schools, if appropriate.

### Consequences

The following disciplinary steps may be taken, depending upon the seriousness of the incident:

- Apologising to the bullied pupil.
- Warnings.
- Loss of playtime/lunchtime.
- On-going monitoring of behaviour.
- Parents informed, actions/consequences discussed.
- Referrals to Deputy Head/Head Teacher.
- Fixed-term exclusion.

Within the curriculum, Whitgreave Primary will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### Monitoring, Evaluation and Review

Whitgreave Primary will review this Policy regularly and assess its effectiveness. The Policy will be promoted and implemented throughout the school.