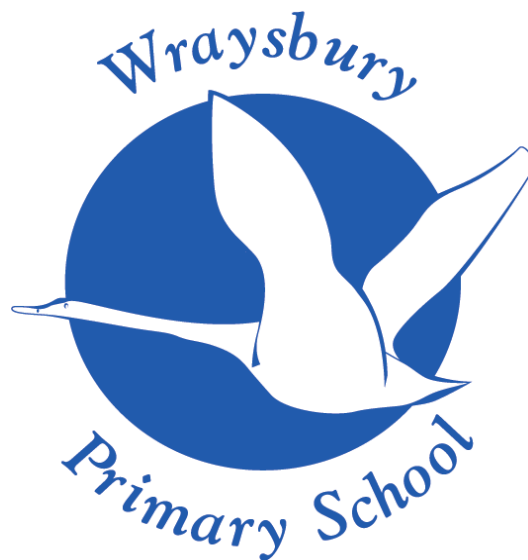


Anti-Bullying Policy



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Produced by:

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Approved by:

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Anti Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. 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 three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups).

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 schools. This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Aims

- To promote a secure and happy environment where every child can reach their full potential.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal, Social and Health Education.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Anti Bullying Strategies

At Wraysbury Primary School we stress that it is bullying behaviour, rather than the person doing the bullying, that is not accepted. Therefore, our Anti Bullying Policy and practice includes a range of strategies adapted to suit particular incidents through a whole school approach including:

- Whole school to follow Assertive Discipline Policy based on rules, rewards and consequences. (See Behaviour Policy)
- Ensuring the whole staff understands what bullying means.
- Raising awareness to bullying through whole class assemblies, PSHE lessons, circle time.
- To teach spiritual, moral, social and cultural development. across the school.
- Making it clear that no bullying of any kind is tolerated.
- Allowing the children to report incidents without feeling they are telling tales e.g. problem box
- Talk to an adult
- Incidents are taken seriously, investigated and acted upon with clearly defined procedures.
- Systematic recording of incidents helping us to review, evaluate and monitor evidence (Serious Incident Form and Lunchtime Slip)
- To provide emotional support to vulnerable pupils who feel isolated e.g. Circle of Friends.
- Staff to inform other staff in the appropriate meeting.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with by the member of staff who has been approached.
- A clear account of the incident will be recorded, children spoken to and an account given to the Headteacher
- The Headteacher will interview all concerned and will record the incident.
- Class teachers will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil behaviour policy.

Pupils who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with a member of staff.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been bullying will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Monitoring, Evaluation and Review

We expect every individual connected to the school to adhere to this policy to ensure that the experiences of all the children and staff are as positive as they can be. Bullying, verbally or physically, will not be tolerated. We will actively encourage children not to allow themselves to be victims and teach them personal skills and strategies through our PSHE programme. (See PSHE policy for further details.)

The effectiveness of this policy will be monitored regularly by all members of the Senior Management Team and on an annual basis by the Community and Pupil Welfare Committee.