



Anti-Bullying Policy

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Statement of Intent

Bullying of any kind is against the values of our school and will not be tolerated within our school. We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn. Bullying is unacceptable this means that anyone (children, staff and parents) who knows that bullying is happening has the right to tell a member of staff. If a complaint involving bullying does arise, it will be taken seriously by all members of staff and will be investigated swiftly and fairly. At Weston Point we believe everyone has the responsibility to stop bullying.

Aims and Objectives

At Weston Point we strive to promote and develop a school ethos where bullying behaviour is regarded as unacceptable. We aim to produce a safe and secure environment for everyone. This policy aims to produce a consistent school response for any bullying incidents that may occur to ensure all pupils reach their full potential academically, personally and socially.

What is bullying?

At Weston Point we define bullying as behaviour by either an individual or group, that is repeated over time, that intentionally hurts an individual either physically or emotionally. We use the phrase 'Several Time On Purpose (STOP)' to explain this to children. These actions are unprovoked and intend to deliberately hurt, isolate or humiliate an individual.

We do not consider bullying to be:

- An isolated incident
- A falling out
- A disagreement
- Disruptive behaviour

Types of bullying

We understand that bullying can take many different forms. It could include:

- Physical bullying: hitting, punching or any use of violence including the damage to or removal of personal belongings
- Emotional abuse: intimidating, tormenting, excluding or humiliating someone
- Racist abuse: hurtful behaviour both physical and physiological because of colour, ethnicity, culture, faith, community or national origin
- Sexual abuse: unwanted physical contact, discriminatory or sexual comments
- Homophobic abuse: hurtful behaviour both physical and physiological because of sexuality
- Verbal bullying: name calling, spreading rumours, threatening or shouting
- Cyber bullying: all areas of the internet such as e-mail, instant messaging and internet social networking misuse. Mobile technology, such as threats by text messaging and calls. Misuse of associated technology, cameras, video facilities and gaming consoles.

Signs of bullying

Staff should be vigilant in looking out for signs of bullying. Signs of bullying could be presented as:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, loss of appetite, stomach aches
- Emotional: loss of interest, being withdrawn or secretive, unusual shows of temper, refusal, high levels of anxiety, mood swings, tearfulness, lack of confidence
- Behavioural: asking to be taken into school, taking longer to get ready, asking for money, using different routes to school, losing items, sudden changes in behaviour, changes in routine, truancy

Preventing bullying

At Weston Point we aim to create an ethos of positive behaviour. This is modelled with both pupils and staff. This atmosphere of mutual respect extends beyond the classroom walls and should be seen within all aspects of school life. It is the responsibility of everyone within the school to adhere to the school rules.

At Weston Point we have developed a curriculum which both protects against and prevents bullying. There is a clear emphasis upon the skills of active listening, managing conflict and empathy.

Pupils will be supported across the curriculum through:

- RSE Curriculum
- PD (Personal Development)
- Parent consultations
- Class / Year group assemblies
- The Computing curriculum
- Anti-bullying ambassadors
- **A peer-led approach:** peer support, buddy system
- Guest Speakers
- Student run awareness raising assemblies
- Diversity Champions within the Anti-Bullying Ambassador team
- Safe spaces or lunch time clubs

In addition to this we will have regular themed weeks to support / highlight the effects of bullying.

Class charters are established, following the school rules, which promote positive behaviour and agreed classroom expectations. These rules are continuously referred to throughout the year.

Responding to bullying:

All members of staff will take all cases of alleged bullying seriously and will report them to the head teacher, deputy head teacher or a senior member of staff.

At Weston Point we aim to create a 'Support Group Approach'. This provides support for all parties involved. In any case of alleged bullying the member of staff should first establish the facts and build an accurate picture of events over time, through speaking to alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate. If the allegation of bullying is upheld the member of staff should seek to use a restorative approach with the

perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s) and both parties should be clear that this behaviour is not acceptable or tolerated within Weston Point.

All bullying incidents must be recorded (on the school's online reporting system CPOMS) and parents of both parties should be informed. If the situation does not improve a senior member of staff should meet with the parents of the perpetrator(s) and agree clear expectations and boundaries which would be shared with all pupils involved. Any further incidents should lead to intervention, further monitoring, support and consequences as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Roles within school

The role of the governors:

The governing body supports the head teacher in all attempts to eliminate bullying from our school. It is the view of the governing body that bullying is unacceptable and that any incidents of bullying are taken seriously and dealt with appropriately. The governing body monitor any incidents of bullying that occur and accurate records of all incidents are kept to report to the governing body on request. Policies are regularly reviewed to ensure the effectiveness of the school's anti-bullying strategies.

The role of the head teacher:

It is the responsibility of the head teacher to implement the schools anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy upon request. The head teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour within the school. The head teacher draws the attention of children to this fact at suitable moments. The head teacher ensures that staff receives sufficient training to be equipped to deal with incidents of bullying.

The role of school staff:

Adults in school attempt to support children in their classes to establish a climate of trust and respect. By praising, rewarding and celebrating success of all children, we aim to prevent bullying incidents. All staff take all forms of bullying seriously and intervene to prevent incidents from taking place. Teachers will ensure that pupils can define bullying as being 'several times, on purpose'

The role of parents:

Parents, who are concerned that their child might be a victim of bullying, or who suspect their child is a perpetrator of bullying should contact their child's class teacher. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Parents do not have the right to request that a perpetrator be excluded from the school.

The role of the anti-bullying ambassadors:

There are four badges for trained Anti-Bullying Ambassadors to work towards:

- respect
- online safety
- wellbeing
- community action

By conducting a breadth of anti-bullying activities, our ambassadors will work towards these badges as a symbol of their commitment to anti-bullying.