

**WEST WITTERING PAROCHIAL
CHURCH OF ENGLAND PRIMARY SCHOOL**



ANTI-BULLYING POLICY

Aim

To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied; 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 to them in our school. This policy should be implemented in a manner that reflects our Christian ethos and values.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

These are four of the main types of bullying:

- physical (hitting, kicking, theft, spitting)
- verbal (name calling, racist & offensive remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber (texting/emailing and use of social networking sites to insult and intimidate others)

There are also other types of bullying that need to be considered:

Racist Bullying – refers to bullying that is perceived to be because of the colour, ethnicity, culture, faith, community, national origin or national status of a person.

Every incident deemed to be racist is recorded by the Head Teacher on a racist incident form and reported to the West Sussex Racist Incident Team.

SEND bullying – refers to bullying that is related to a special educational need or disability.

Sexual Harassment – unwarranted conduct on the grounds of gender, or unwanted physical, verbal or non-verbal conduct of a sexual nature. This can occur between sexes, but also within the same sex.

Homophobic bullying – a dislike or fear of someone who is lesbian, gay, bisexual or transgendered.

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.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with our school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The Governing Body supports the Headteacher in all efforts to eliminate bullying. The school adopts and follows West Sussex guidance, including those for race incident management and reporting.

Implementation

School

The following steps will 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 and given to the head teacher.
- The head teacher may interview all concerned and will record the incident as appropriate.
- Class teachers (and other staff as appropriate) will be kept informed
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- It is recommended that records include a detailed description of the incident(s), immediate response and plan for any future action(s)/review.

Learners

Learners who have been bullied will be supported by:

- being offered opportunities to discuss the experience with a teacher or member of staff of their choice
- receiving reassurance
- being given access to continuous support
- actions aimed to restore self-esteem and confidence

Learners who have bullied will be helped by:

- discussing what happened
- discovering why they became involved
- establishing the wrongdoing and the need to change behaviour
- informing parents or guardians to help change the attitude of the pupil

Where possible, the pupils will be reconciled.

The following disciplinary steps can be taken, or others in accordance with the school Behaviour Management Plan (Appendix B of our Behaviour Policy):

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

In order to raise awareness of the nature of bullying, and to eradicate such behaviour, the school curriculum will include these topics in PSHCE, assemblies and subject areas, as appropriate. The school engage with other organisations such as the NSPCC and events such as Anti-bullying week.

Monitoring, evaluation and review

The Governing Body will review this policy every year, and assess its implementation and effectiveness.

This policy should be read in conjunction with the school's behaviour policy which sets out the expectations for acceptable behaviours in this school.

R. Weston

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