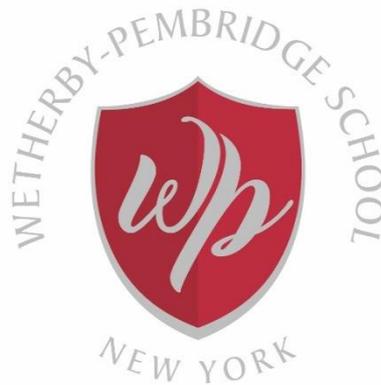


WETHERBY-PEMBRIDGE SCHOOL



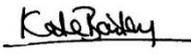
Anti-Bullying Policy

September 2021 – August 2022

Policy reviewed by: Kate Bailey

Review date: June 2021

Next review date: June 2022

Signed: 

Submitted: June 2021

This Policy was created in 2017 and will be reviewed annually.

Policy Statement

At Wetherby-Pembridge we are committed to providing a warm, caring and safe environment for all of our pupils so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Wetherby-Pembridge, we acknowledge that bullying does happen from time to time and it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our Anti-Bullying Policy.

This policy works in conjunction with our Behaviour and Discipline Policy and our Safeguarding Policy. This policy applies to all pupils in the school, including EYFS.

Aims and Objectives

The aim of this policy is to try and prevent and deal with any behaviour that is deemed to be bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created in which everyone can learn and work.

All members of the school have a responsibility to recognise bullying when it occurs and to take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school meets the legal requirement for all schools to have an anti-bullying policy in place.
- The school works closely with other professional agencies to ensure that children stay safe.
- All teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All teaching and non-teaching staff know what the school policy is on bullying and consistently and swiftly follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents are assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies, etc.) and proactive teaching strategies, PHSE (Personal, Health, Social, Emotional and Economic Education) and PSED (Personal, Social & Emotional Development – EYFS) lessons, circle time etc. are used throughout the school to inculcate a positive sense of 'self' for each pupil and to reduce the opportunities for bullying to occur.

- A positive, caring ethos is created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Definition

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards another person or people. It can be isolated incidents or is repeated over a period of time. Bullying is cruel and results in worry, fear, pain and distress to the victims.

Bullying can be:

- Emotional - being unfriendly, excluding, ridicule, humiliation.
- Verbal – offensive name calling, sarcasm, spreading rumours, threats, teasing.
- Physical - pushing, kicking, hitting, pinching, biting, spitting, punching, throwing stones or any other forms of violence or taking or hiding someone's possessions.
- Racial - racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual - unwanted physical contact or using sexually abusive or sexist language.
- Homophobic – focusing on the issue of sexuality.
- Cyber-bullying - setting up 'hate websites', posting offensive messages on social networking sites and sending offensive emails or text messages.
- Special Needs target - any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Cyber-bullying

The rapid development and widespread access to technology has provided a new medium for bullying, known as cyber-bullying, which can occur in or outside school. Cyber-bullying may include setting up 'hate websites', posting offensive messages on social networking sites and sending offensive emails or text messages.

Such incidents should be reported to the Head or School or Pastoral Coordinator in their absence and this policy should be read in conjunction with the school's E-Safety and ICT Usage Policy.

Sexual violence and sexual harassment

Sexual violence or sexual harassment will never be tolerated or considered as 'banter', 'part of growing up' or 'having a laugh'. This should be read in conjunction with the school's 2021-2022 Peer-on-Peer Abuse Policy.

What bullying is not

It is important to understand that bullying is not the occasional falling out with friends, mild name calling, arguments or when the occasional trick or joke is played on someone. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a pupil's development to learn how to deal with friendship breakdowns, isolated incidents of name calling or a childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen outside school. In such cases, the Head of School should deal with such incidents in accordance with the school's policy.

At Wetherby-Pembridge, we are concerned with our pupil's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises.

The following steps may be taken:

- The Head of School will talk to the Heads of other schools whose pupils may be involved in bullying off the school premises.
- The Head of School will talk to the transport company about bullying on school buses or public transport.
- Discuss coping strategies with parents.
- The Head of School will talk to pupils about how to handle or avoid bullying outside the school premises.

Signs and Symptoms

A pupil may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a pupil:

- is frightened of walking to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering

- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- comes home with their possessions missing
- asks for money or starts stealing money (to pay the bully)
- continually "loses" money
- has unexplained cuts or bruises
- comes home hungry (snack has been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Wetherby-Pembridge. They will be taken seriously by all staff and dealt with impartially and promptly.

All those involved will have the opportunity to be heard. Staff will protect and support all pupils involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- All incidents of bullying must be reported to the Head of School
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff should adopt a problem solving approach which will move pupils on from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will make it clear to the bully that their behaviour is unacceptable.
- The bully (bullies) will be asked to apologise. Other consequences may take place and appropriate sanctions applied. These could include a written letter of apology, etc. The bully may also go on daily report so that behaviour and attitude can be closely monitored.
- If possible, the pupils will be reconciled using conflict resolution strategies.

- The bully will be mentored and supported in order for her to understand the seriousness of her behaviour and with the understanding that it must change for the better.
- All cases of bullying will be reported to the Head of School and Pastoral Coordinator, recorded in the Serious Incident Folder kept in the Head of School's Office.
- In **all** cases of reported or suspected bullying, parents will be informed and will be invited to come into school for a meeting with the Head of School to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- All cases of bullying will be discussed regularly at staff meetings.
- In serious cases of persistent bullying and if necessary and appropriate, action will be taken with procedure laid down in the school's Safeguarding Policy.

The following sanctions may be used and are dependent on the age of the pupil and seriousness of the incident:

- Apologise to the victim(s) verbally or in writing
- Parents will be invited into school
- Report to the Head of School and Pastoral Coordinator
- Bully will be withdrawn from participation in school visit, clubs and events not essential to the curriculum
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Each class agreeing on their own set of class rules.
- PSED in Early Years and PHSE in KS1 and KS2
- Circle time on bullying issues.
- Observation of Global Anti-Bullying Days in the School
- Pupils writing stories and poems and drawing pictures about bullying.
- Pupils being read stories about bullying.
- Using drama activities and role-play to help pupils be more assertive and teach them strategies to help them deal with bullying situations.
- Using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.
- Celebrating successes to build on the positive ethos of the school.
- Organising regular anti-bullying training for all staff.
- Regularly evaluating our approach to bullying.
- Where bullying is particularly serious or persistent and where a criminal offence may have been committed, we will work with other agencies such as the NYPD.

Where necessary we will also work with the wider community to tackle any bullying which is occurring outside school.

Safeguarding Children and Young People

A bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering or is likely to suffer significant harm'. Where this is the case, staff should report their concerns to the Head of School immediately. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a pupil doing the bullying.

Monitoring and Evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Both the Minor and Serious Incident Folders will be used to gauge the effectiveness of the policy.

Following an annual review, any amendments will be made to the policy and all teaching and non-teaching staff will be informed.