

## Anti-Bullying Policy



January 2016

## **Rationale**

### **Bullying will not be tolerated at Eastway Primary School.**

At Eastway Primary School we believe that every child has the right to feel safe, happy, respected, listened to and valued whilst in school.

As a school we have a zero tolerance approach to bullying, homophobia and racial incidents. Incidents will be dealt with professionally and effectively. Eastway Primary School are continuously raising the anti-bullying profile to ensure all our pupils enjoy their journey through school.

**‘We all have the right to feel safe all of the time. If we have the right, then we also have the responsibility to remember others have the same right as us to feel safe’ - Wirral Protective Behaviours Network**

## **Aims**

This policy seeks to:

- Identify the roles and responsibilities of members of the school community in relation to raising awareness and promoting anti-bullying behaviour.
- Identify the roles and responsibilities of members of the school community in relation to raising awareness of homophobia and Transgender
- Identify the roles and responsibilities of members of the school community in relation to be an up stander not a by stander.
- Identify and agree what staff and children consider to be bullying behaviour.
- Raise awareness of Anti-bullying, homophobia and racism within our school community.

## **Definition of Bullying**

**“Bullying is repetitively acting in ways that hurt other people”**

-Our definition of bullying

## **Forms of Bullying**

- **Cyber-bullying**  
Bullying someone online or through mobile phone etc.
- **Physical**  
Punching, hitting or physically hurting someone
- **Verbal**  
Being mean about somebody by calling them names
- **Social**  
Leaving people out, not being friendly and spreading rumours
- **Homophobic**  
Bullying somebody because of their sexuality
- **Racist**  
Bullying somebody because of their race or religion

This policy is based on:

- The maintenance, encouragement and promotion of anti-bullying behaviour.
- A firm, consistent, proactive approach by **all staff**.
- An ethos of care and recognition of individual needs.
- Involving children and encouraging them to take responsibility for their actions.
- Ensuring children have the opportunity to make amends and redeem themselves.
- Involving parents/carers, where appropriate.
- All staff challenging homophobic language.

## **Expectations**

Every child at Eastway School has the right to learn free from the fear of bullying, whatever form that bullying may take. Everybody involved in a child's education needs to work together to ensure this is the case.

We expect all children to:

- To be respectful to each other
- Not to use racist language
- Not to use homophobic language
- Not to be a bystander but to be an up stander and stop bullying by reporting issues to appropriate people
- Treat everybody with respect regardless of race, culture, sexuality, age or gender.

## **Strategies**

To help children meet our expectations we have introduced a **Pupil Anti-Bullying Policy**.

- Whole school assembly and Anti-bullying week
- Anti bullying Ambassadors from Year 3, Year 4, Year 5 and Year 6
- Wall displays and posters that promote Anti-bullying, Homophobia and Racism
- Anti Bullying Charter for school
- Pupil Anti Bullying Policy written by Anti-Bullying Ambassadors
- Year group Anti bullying agreement written as a class and displayed in classroom
- Anti Bullying information sent out to parents.
- Work with outside agencies.

## **Links with other School Policies.**

- Safeguarding Policy
- Sexual Health Policy
- PHSE Policy
- Behaviour Policy

## **Participation and Consultation Process**

- Awareness raising programmes
- Surveys/questionnaires distributed to governors, parents, pupils and whole school staff.
- Obtaining the views of elected student representatives e.g. School Council and Anti-Bullying Ambassadors.
- Seeking the views of parents and carers at information evenings.
- Monitoring evaluation and review.

## **The Responsibilities of Staff**

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to class teachers, Parent Support and Well being Co-ordinator and senior staff.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

## **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

## **Anyone who becomes the target of bullies should:**

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

## **The Responsibilities of Parents and Carers**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to class teachers, Parent Support and Well being Co-ordinator and senior staff.

- Explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth and point out the implications.

## **Referral to Key Stage Leader/DHT/AHT**

Children who have broken the agreed Eastway Pupil Anti Bullying Policy will be referred to the Key Stage leader/SLT.

Such behaviour might include:

- Being involved in systematic bullying
- Being offensive to another child
- Fighting or physically hurting another child intentionally
- Verbally abusing another child or adult, including racist, sexist and homophobic remarks

**In the case of a major incident, the member of staff who has reported the behaviour must record the offence on a Child Concern form and this should be passed to the Senior Leadership team.**

The Key Stage leader/DHT/AHT will investigate and decide on an appropriate course of action which might include:

- Missing break/lunch time
- Contacting parents/carers
- Placing on report card
- Referral to the Headteacher

## **Referral to Headteacher**

The Headteacher will investigate and decide on an appropriate course of action. At all times parents will be kept informed and involved. External support will be sought and agencies informed as appropriate.

If a system of support or sanctions are not effective and the child continues to disturb the safety and education of others, then the Headteacher will begin a process of:

1. fixed term exclusion
2. permanent exclusion

The process will follow statutory guidance on school exclusions.

## **Appendices**

Appendix 1	-	Racist / Homophobic Incidents
Appendix 2	-	Bullying Incident Proforma
Appendix 3	-	Child Concern Sheet

## Appendix 1

### Racist / Homophobic Incidents

Name of Pupil	Date
<p>Those involved</p>	<p>Reported by _____</p>
Incident	Action Taken

Please use this document to record any areas of concern

## Appendix 2

### Bullying Incident

#### 1. Aggression towards another pupil

Name of Pupil	Date
Those involved	
Incident	Action Taken

Please use this document to record any areas of concern





## Child Concern Sheet

**Bringing learning to life**

Child concerned:	Date:
Professional:	
Concern:	
Action:	

Copy:

Mrs D Marchant ☐ Date \_\_\_\_\_ Action \_\_\_\_\_  
SLT ☐ Date \_\_\_\_\_ Action \_\_\_\_\_