



## WILKINSON PRIMARY SCHOOL

### Anti-bullying Policy

The Staff and Governors of Wilkinson Primary School oppose bullying in all its forms. By encouraging respect, politeness and consideration to others whatever their race, age, gender, disability, culture or religion, we aim to develop mutual respect and believe this can prevent bullying in our school.

#### **Introduction**

Bullying is an action taken by one or more children with the deliberate intention of hurting another child, either physically or mentally.

#### **Aims and Objectives**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

#### **The role of Governors**

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken seriously and dealt with appropriately.

The governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying.

The Governing Body responds within ten working days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

### **The role of the Headteacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments.

For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why a behaviour is wrong, the punishments that follow such behaviour and how the victim is affected.

A programme of specific lessons may be appropriate.

Support for the victim is paramount, weekly checks must be made to ensure the problem has stopped.

Continuous written monitoring by observing at play/lunchtimes.

Each case is different and is tackled individually for the benefit of the victim.

Sanctions for the bully will be implemented in line with the School's Behaviour Policy.

The curriculum for P.S.H.E is designed to foster appropriate and responsible behaviour and to dissuade bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Head Teacher will respond immediately to any concerns raised by parents/children.

### **The role of the Teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

Procedures for Dealing with Bullies:

The following is a list of actions available to staff depending upon the perceived seriousness of the situation.

Discussions with the victim. This requires patience and understanding.

Identify the bully/bullies.

Advise the Headteacher, who will investigate further.

If, as teachers, we become aware of any bullying taking place between members of class, we deal with the issue immediately. This may involve support for the victim of the bullying, and punishment for the child who has carried out the bullying.

Time is spent with the bully to explain why their action was wrong, and we endeavour to help the child change their behaviour in future. If a child repeats bullying behaviour, then the Headteacher invites the child's parents into school to discuss the situation.

In more extreme cases, for example, where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of Parents**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or Headteacher immediately.

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.

### **Strategies to deal with bullying:**

All children will be encouraged to follow the school rules and report incidents of bullying to a member of staff straight away.

There will be a yearly distribution of the School Rules.

This policy is monitored by the Headteacher & Deputy Headteacher

This anti-bullying policy is the Governor's responsibility and they review its effectiveness annually.

Co-ordinator Headteacher

Approved: Oct 2020

To be reviewed: Oct 2022