

## Westwood CP School

### Anti-Bullying

Coordinators

Head/ ALNCo

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils. Westwood CP School is certified to deliver the KiVa framework.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

#### Aims & Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.

#### Definition of Bullying (updated 3/02/2016 following KiVa training)

'Bullying is the deliberate intention to repeatedly threaten, frighten, intimidate or hurt someone. The bully usually has power over the victim and the victim is usually unable to defend him/herself against the bully.'

Initial disclosures of possible bullying by children or parents will first explore whether the event/s fit the criteria of bullying. The key aspects to consider are:

- a) "**deliberate**" – is the perpetrator doing this **on purpose, without being provoked**? Ensure the victim isn't coming off worse during rough play or as a result of a two-way argument of physical altercation. Also, does the perpetrator single out specific child/ren?
- b) "**intention**" – does the perpetrator carry out hurtful acts with the **sole desire** to dominate, cause pain or changes of emotion of a/ some victim/s?
- c) "**repeatedly**" – A **pattern of events is evident over time** against the same person/people. Unfortunate, unpleasant isolated incidents are not bullying but must be dealt with effectively so they do not develop into cases of bullying.

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Dealing with potential cases of bullying must be done with sensitivity and with discretion. Allegations must be explored fully and both sides (victim and perpetrator) must be considered and explored.

### **Procedure**

#### **Role of the Governing Body**

The Governing Body will not condone any bullying and has:

- appointed a member of staff to be responsible for promoting positive pupil behaviour;
- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring policies are made available to parents on request;
- nominated a link governor to visit the school regularly, to liaise with the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

#### **Role of the Headteacher**

Under Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behaviour, the respect for others and to do all he/she can to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through PSHE and school assemblies;
- ensure that all parents aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying;
- monitor the effectiveness of this policy;

#### **Role of the Coordinators and/or Headteacher**

The coordinator will:

- lead the development of this policy throughout the school;
- work closely with the nominated governor;
- provide guidance and support to all school personnel to understand the signs or behaviour of someone being bullied;
- work with children to determine those parts of the school site or times of day where they do not feel safe;
- keep up to date with new developments and resources;
- provide training for all staff on induction and when the need arises;
- help counsel children who have been bullied and those who use bullying behaviour;
- review and monitor;

## **Role of School Personnel**

School personnel will uphold the principles of KiVa:

- pay reference to the definition of bullying;
- be aware of the signs of bullying in order to prevent bullying taking place;
- take all forms of bullying seriously;
- encourage pupils to report any incidents of bullying to any member of the school personnel and record on a KiVa Screening Form before passing it to the KiVa Leads (Head and/or ALNCO);
- report all incidents of bullying using KiVa;
- Develop strategies to protect and support the victim;
- Develop strategies to encourage changes in attitudes and behaviours of the perpetrator to ensure they stop bullying;
- Feed back to parents/ carers with any progress/findings from any investigations;
- raise awareness of the wrongs of bullying through KiVa activities and PSHE;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training;
- comply with this policy;

## **Role of Pupils**

Pupils must:

- report if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying through the school council

## **Role of the School Council**

The School Council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;
- reviewing the effectiveness of this policy with the Governing Body

## **Role of Parents**

Parents must:

- consider the school definition of bullying and be willing to work with school personnel
- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- be patient while school personnel explore the concerns raised and implement their chosen course of action;
- avoid posting any concerns on any social media site;
- not involve themselves in a challenging or negative way with the victim's parents or complicate the issues further;

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- not challenge or approach the perpetrator themselves to deal with the situation

### **Training for School Personnel**

School personnel will undertake training in:

- What is bullying?
- Types of bullying such as cyberbullying, bullying of children with special educational needs, homophobic bullying and bullying around race, religion and culture;
- Recognising bullying;
- Anti-bullying strategies;
- How to deal with a bullying incident;
- Counselling the bullied and the bullies;
- Working and co-operating with parents and carers

### **Incidents**

- All reported incidents are investigated and dealt with.
- Parents are informed of all events and what actions have been taken.
- Records will be kept of all incidents and their outcomes (and kept confidential).
- Cases of racist bullying will be reported to the County Council – Claire Sinnott.

### **Counselling**

- Counselling and support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.

### **Raising Awareness of this Policy**

We will raise awareness of this policy using a variety of approaches:

- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- information displays

### **Monitoring the Effectiveness of the Policy**

Every 3 years (or when the need arises) the *effectiveness* of this policy will be reviewed by the Headteacher and the SMT throughout the year and the necessary recommendations for improvement will be made to the Governors when needed.