William Shrewsbury Primary School

Anti-Bullying Policy

'to inspire a love of learning'

RRSA Links: This policy links to Articles 12 and 19 of the RRS Charter.

Our Golden Rules

There is no justification whatsoever for bullying behaviour and it is not to be tolerated in any form. Bullying of any kind is unacceptable and must not be regarded as an inevitable or necessary part of growing up. It must be clearly understood by everyone that it is wrong and will not be tolerated in this school, or on the way to and from school.

We expect all stakeholders to follow our Golden Rules and live by our values and therefore provide a safe learning environment – free from any threat or fear – which will enable us to support the aspirations, achievements and welfare of everyone in the school community.

Aims:

- To ensure pupils have a right to learn free from intimidation and fear
- To understand the needs of the victim are paramount
- To make it clear that our school will not tolerate bullying behaviour
- To establish appropriate means of providing after care should an incident of bullying occur and that victims will be clearly listened to
- To ensure reported incidents are taken seriously and investigated thoroughly
- To ensure all pupils, staff, parents and governors are aware of this policy and fulfil their obligation to it

A definition of bullying

The Anti-Bullying Alliance defines bullying as the repetitive and intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can take many forms, including:

- Physical – hitting/ kicking
- Verbal – teasing/ name-calling
- Psychological – spreading rumours/ exclusion from activities
- Extortion – threats to obtain money or property
- Damage – to belongings
- Cyber-bullying (see appendix)

Responding to bullying:

- Children and young people and parents are encouraged and supported to tell about bullying

- Incidents of bullying are consistently reported and recorded

- Staff know how to respond in an effective way. They have been helped (e.g. through staff meeting discussion/ through training) to have the necessary knowledge and skills

- Records of incidents are analysed to help identify patterns and so plan appropriate measures

Procedures and Consequences:

1. Children, dinner supervisors, office staff and support staff should report incidents to teachers or SLT

    a. All incidents/ allegations are taken seriously and logged in the 'Anti-bullying' file

2. Mrs Curtis, Mr Runacus, the appropriate member of SLT and the class teachers are to be informed of those involved and the agreed action taken.

3. Initially the 'no blame' system may be used to allow both the victim and bully/ bullies to explore the situation and therefore see improvements.

4. The bullying behaviour and threats of bullying must immediately stop. This will be monitored.

5. If the bullying continues or the bully changes their victim and continues to bully others, further steps will be taken:

    - A record of the bullying incident/s will be made.

- The bully may be monitored by the teachers, peer mediators, dinner supervisors or peers.

- If the bullying continues, the child's parents will be informed and asked to meet with SLT. Targets for improvement will be set with the child and their parents; this may involve an IBP.

- Anti-bullying work may be needed within the child's class or year group.

- The bully may need further support with HOPE sessions

6. Parents reporting a bullying incident should be listened to as promptly as possible and informed of the outcome of their concerns.

7. In serious cases, internal or external exclusion may be considered.

Prevention:

At William Shrewsbury, we use many methods to prevent bullying (please refer to our Building Positive Relationships Policy for further information on our philosophy and aims regarding behaviour):

- Pupils are involved in formulating and reviewing our Golden Rules and Class Charters (linked to UNCRC).

- Pupils sign up to our Anti-Bullying Charter every year. This is displayed in every classroom (see Appendix B)

- We run many pupil groups (including School Council) that allow pupils to have a 'voice.'

- Our 'REACH OUT' values are shared/ discussed regularly.

- Parents and pupils sign a Home/ School agreement.

- Parents are made aware of our Golden Rules and school rules through our Golden Rules credit cards and our Behaviour Code.

- Pupils are given a variety of responsibility posts including Prefects, Ambassadors, Perfect Pals, Play leaders and Mentors.

- Assemblies related to anti-bullying.

- Within our PSHE curriculum, there are many opportunities to discuss inappropriate bullying behaviour and each year group has set areas of the anti-bullying programme to teach. We also hold an Anti-Bullying week each year. Pupils are also taught this through 'Difference and Diversity', and 'British Values.'

- ICT work on Cyber-Bullying.
- Through PSHE, we endeavour to foster the notions of responsibility and empowerment to promote a sense of achievement and to enhance self-confidence. PSHE education is guided by our school values:

Respect	**O**riginality
Equality	**U**nity
Achievement	**T**rust
Caring	
Happiness	

Pupils are expected to:

- Report all incidents of bullying using the procedures in place.
- Act in a respectful and supportive manner, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this policy.
- Refrain at all times from any behaviour which would constitute bullying.

Parents can play a vital role by:

- Stressing to their children the importance of polite, social behaviour.
- Report any misgivings they have concerning bullying.
- Actively endorsing and supporting the Anti-Bullying Policy.
- Noting that it is never appropriate to use physical violence against a bully.

Staff:

Staff should be aware of government policies and guidelines concerning bullying and harassment in the workplace and the school's interpretation of this. These are available from SLT.

The monitoring and evaluation of Anti-Bullying:

- Numbers of reported incidents will be monitored.
- Pupil and Parent questionnaires.
- Discussions with School Councils and other groups
- Lesson planning will be monitored.

All pupils, staff, parents and governors have an active part to play in the evolution, development and maintenance of this policy.

The policy will be monitored and evaluated by:
· PSHE Leader
· Senior Leadership Team (SLT)
· Governors

The policy and/or procedures will, where necessary, be revised in light of these evaluations.

Policy date: Autumn 2019

Review date: Autumn 2020

M. Runacus (Deputy Headteacher)

Appendix A

Cyber-Bullying

We take cyber-bullying as seriously as all other types of bullying and therefore we will deal with each situation individually.

Technology allows the user to bully anonymously or from an unknown location, 24 hours a day, 7 days a week. Cyber-bullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher. However, it is highly intrusive and the hurt it causes can be very severe.

There are many types of cyber-bullying including:

- Text messages – that are threatening or cause discomfort. Also included here is 'Blue jacking' – the sending of anonymous text messages over short distances using 'Bluetooth' technology.
- Picture/ video clips – via mobile phone cameras. Images sent to others to make the victim feel threatened or embarrassed.
- Mobile phone calls – silent calls or abusive messages or stealing the victim's phone and using it to harass others.
- Emails – threatening or bullying emails, often sent using a pseudonym or somebody else's name.
- Chatroom bullying – menacing or upsetting responses to children or young people when they are in a web-based chatroom.
- Instant messaging (IM) – unpleasant messages sent while children conduct real-time conversations online using MSM (Microsoft Messenger) or Yahoo Chat (although there are also others).
- Bullying via websites – use of defamatory blogs (web logs), personal websites and online 'personal 'own web space.'

At William Shrewsbury, children are taught how to use new technologies safely through discrete ICT lessons as well as in other areas of the curriculum. The children are taught:
- How to use technology appropriately.
- The risks and consequences of misusing technology.
- What to do if they or someone they know is being cyber-bullied.
- How to use secure ICT systems such as Skoodle.
- To report any problems regarding cyber-bullying.
- To not delete any offensive messages, texts or emails.
- To never reply or respond to any abusive calls, messages, texts or emails.

Young people are particularly adept at adapting to new technology, an area that can seem a closed world to adults. As a result, school informs parents about e-communication standards and practices in schools, what to do if problems arise and what is being taught in the curriculum. Parents are provided with copies of the E-safety Policy and Acceptable Use Policy that includes clear statements about e-communications.

The consequences of cyber-bullying may result in a simple verbal warning, parental discussion and further sanctions. This will occur in line with the school Anti-Bullying and Behaviour Policies. Appropriate support will be provided for pupils and parents if cyber bullying occurs by:

- Assessing the harm caused
- Identifying those involved
- Taking steps to repair harm and to prevent reoccurrence

William Shrewsbury Anti-Bullying Promise

- **We will tell someone (an adult if possible) if we are being bullied or if we <u>see</u> it happening**
- **We will stand up for ourselves sensibly**
- **We will be assertive**
- **We will not call names or say unkind things**
- **We will be kind and gentle and not hurt anyone else**
- **We will not tolerate any form of bullying**

CLASS:
SIGNED: