

# Wavell Community Schools' Federation

## Anti-Bullying Policy 2021-2023

The aim of the anti-bullying policy is to ensure:

- i) That all pupils learn in a supportive, caring and safe environment without fear of discrimination or being bullied.**
- ii) That all staff are able to work in a caring and safe environment without fear of discrimination or being bullied.**

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available in our school.

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- *Physical* (hitting, kicking, theft).
- *Verbal – online or offline* (name calling, racist remarks).
- *Indirect – online or offline* (spreading rumours, excluding someone from social groups).

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting/absenteeism from school.

Pupils and staff are to be encouraged to report bullying in school.

Our schools' teaching and non-teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

### Implementation

The Anti-Bullying policy will be made known to all members of the school community.

The following steps may be taken when dealing with incidents involving pupils:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded within school and given to the Senior Leaders.
- Senior Leaders will talk to all concerned and will record the incident in school
- Class teachers will be kept informed, and if it persists, the class teacher will advise the appropriate support
- Parents will be kept informed
- Measures will be used as appropriate and in consultation with all parties concerned and in accordance with Wavell Schools' Federation Behaviour Policy.

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## Pupils

Pupils who **have been bullied** (*whether online or offline*) will be supported by:

- Offering an immediate opportunity to discuss the experience with a Class Teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Considering avoidance/coping strategies
- Restoring self-esteem and confidence.

Pupils who **have bullied** (*whether online or offline*) will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Considering avoidance strategies
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending (see the behaviour policy)
- Exclusion from certain areas of school premises or from lunch times and/or playtimes
- Minor fixed term exclusion and internal exclusion
- Major fixed term exclusion
- Permanent exclusion.

## Reconciliation

In many cases children are unaware of the extent of the hurt caused through their actions.

- Pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- Where it is felt to be appropriate, both parties may be brought together with a mediator [staff member] and asked to express their feeling (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling)
- It will be made clear that a line has been drawn under the issue and that a fresh start begins now
- It is not sufficient, simply to avoid bullying, but opportunities for both parties to support each other will be explored with the mediator (Such supportive behaviour may not be appropriate with immediate effect.)
- The mediator will ask both parties to report back on relationships at regular periods

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, Circle Time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Incidents involving staff will be dealt with according to the School's established disciplinary procedure.

## Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.