



## Windermere Primary School

### Anti-Bullying Policy

#### Introduction

Bullying is action taken by one or more children or persons with the deliberate intention of hurting another child or person, either physically or emotionally. Bullying is wrong and damages individuals. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

#### Bullying can include the following:

- name calling and teasing
- threats and extortion
- physical violence
- damage to someone's belongings
- leaving pupils out of social activities deliberately and frequently
- spreading malicious rumours

Our anti-bullying policy supports the ethos and atmosphere of the school and the aims of our mission statement.

#### 1. Aims and Objectives

This policy aims to produce a consistent school response to any bullying incidents which 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 Windermere School.

#### 2. The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that any incidents of bullying which do take place are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying which do occur and reviews the effectiveness of this policy regularly. The Governors require the Headteacher to keep records of any incidents of bullying and to report to the Governors on request about the effectiveness of the school's anti-bullying strategies.

The Governing Body responds within 10 working days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks her to conduct an investigation into the case, reporting back to a representative of the Governing Body.

### **3. The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school's anti-bullying policy and to ensure that all staff, teaching and non-teaching, are aware of the policy and know how to deal with incidents of bullying. The Headteacher records incidents of bullying on SIMS. The Headteacher also reports to the Governing Body about the effectiveness of the anti-bullying policy in her termly report.

The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact through the annual SEAL assembly programme and through at least one focus week relating to bullying during the school year. The Headteacher ensures that all staff receive appropriate training to be equipped to deal with all incidents of bullying.

The Headteacher ensures the school ethos of mutual support and praise for success is maintained, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is less likely to be part of their behaviour.

### **4. The role of the school staff**

All staff establish a climate of trust and respect for all in their classrooms. By rewarding and celebrating success we aim to prevent incidents of bullying.

All forms of bullying are taken seriously and staff intervene as soon as they are aware of a problem. The Headteacher is informed about any incidents of bullying of which they are aware.

When involved in dealing with incidents of bullying, staff support both victim and bully through talking to both parties. This may involve counselling and support for the victim and punishment for the child who has carried out the bullying. Sanctions are imposed according to the school's behaviour policy. The Headteacher may be involved at this stage.

Parents of both bully and victim may be invited into school to discuss the incident and agree appropriate future behaviour or responses. This may be with the class teacher, the Headteacher or both.

In some cases, it may become necessary for the school to seek support from external agencies such as the Educational Psychologist, Behaviour Support Teams, Children's Services or local Community Police Officer.

Staff attend training as appropriate to ensure their skills in dealing with incidents of bullying and behaviour management are kept up to date.

## **5. The role of parents**

**5.1** Parents who suspect their child may be the victim of bullying or the perpetrator of bullying should contact the school immediately.

**5.2** 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.

**5.3** Parents of children who have been accused of bullying have a responsibility to work with the school staff to resolve the matter. It is also expected that they will support the school in the sanctions that are imposed as a result of bullying and also to work with their child at home to ensure that the bullying does not recur.

## **6. Monitoring and Review**

**6.1** This policy is monitored on a day to day basis by the Headteacher, who reports to Governors about the effectiveness of the policy.

**6.2** It is the governors' responsibility to review the anti-bullying policy and its effectiveness annually.

Davina Raftery, November 2019