Westfield Primary Academy Anti-Bullying Policy
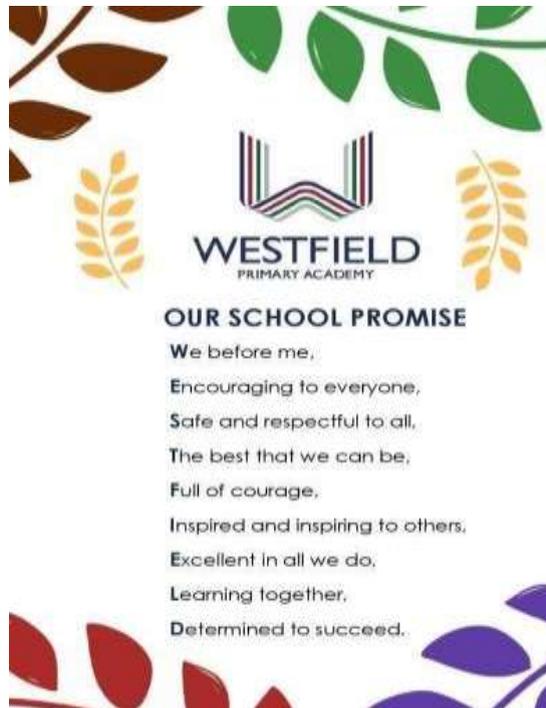
Last Review: September 2021
Next Review: September 2022

This policy should be read in conjunction with: Westfield Primary Academy's Behaviour Policy.

Statement of Intent

At Westfield Primary Academy we are committed to providing a nurturing and safe environment for all our children so that they can learn and play without fear or worry. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everybody has the right to be treated with respect and we expect all pupils to adhere to our Westfield Promise.

OUR SCHOOL PROMISE

We before me,

Encouraging to everyone,

Safe and respectful to all,

The best that we can be,

Full of courage,

Inspired and inspiring to others,

Excellent in all we do,

Learning together,

Determined to succeed.

What Is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

At Westfield Primary Academy we consider bullying to be pre-meditated 'behaviour taken by an individual, or group, repeated over time, which intentionally hurts another individual or group, either physically or emotionally' (DfE 'Preventing and Tackling Bullying, July 2017').

Bullying also

Targeted   Intended   Repeated

Bullying can also include unacceptable behaviours online, sometimes referred to as cyberbullying. This policy covers all types of bullying including:
- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyber bullying

Bullying is not:
It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair

Responsibilities
The Role of Governors

Governors have a critical role in supporting the Head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governors do not tolerate bullying in our school, and that any incidents of bullying which occur are taken very seriously and dealt with appropriately.
They should:

- Monitor the incidents of bullying, and review the effectiveness of the school's policy regularly. The Governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the Governors, on request, about the effectiveness of school anti-bullying strategies.
- Respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body should notify 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 Head teacher

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

☐ Report to the Governing Body about the effectiveness of this policy on request.

☐ Ensure all staff understand how to respond to an allegation of bullying and their role in this.

☐ Ensure all staff are aware that bullying can be perpetrated by all children and that no child deserves to be bullied, whatever their behaviour or demeanour.

☐ Ensure the Response to an Allegation of Bullying (Appendix A) is carried out, with specified recording and communication taking place. The logbook of reported incidents and the actions taken will be held in the Head teacher's office.

☐ Ensure all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Children are clearly taught what constitutes bullying and what to do if they observe it happening, or are a victim themselves. If an incident occurs, children know that they must tell someone about it and should be confident that something will be done about it.

☐ Set 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 Role of Teaching and Non-Teaching Staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Whenever a member of staff is alerted to the fact that bullying may be taking place, the Head teacher must be informed.

Where wider staff, especially LSAs, need to be made aware of children who are being bullied and of the perpetrator(s), in order to monitor behaviour in class and on the #playground, then this will be done verbally by a member of the senior leadership team. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. Through of school culture, commitment to our promise and shared values, we encourage pupils to show respect to themselves, to others and to their environment. Members of staff have chosen to wear a purple ribbon as part of pledge to support children who may be worried or concerned about bullying and children know that purple ribbon wearers are staff they can talk to.

All incidents are recorded using CPOMS and Designated Safeguarding Leads are able to monitor to identify targeted, intended or repeated behaviours and respond quickly.

Cyberbullying

When responding to cyberbullying concerns, the school will:

☐ Act as soon as the incident has been reported or identified.

☐ Provide appropriate support for the person who has been cyberbullied and work with the child who has carried out the bullying to ensure that it does not happen again

☐ Encourage the child being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

☐ Take all steps to identify the person responsible. This may include:
o Looking at school systems. o Identifying and interviewing

possible witnesses. o Contacting the service provider and police, if necessary.

- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - o Sending reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to, or are unable to, delete content.
  - o Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law.
  - o Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

The Role of Parents/ Carers

Parents/ carers who are concerned that their child might be being bullied, or who suspects that their child may be the perpetrator of bullying, should contact their child's class teacher or a member of the senior leadership team 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.

Bullying of children with Special Educational Needs

Westfield Primary Academy is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times. High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Responding to bullying incidents

- ✓ All staff will respond calmly and consistently to all allegations and incidents of bullying at our school.
- ✓ They will be taken seriously by all staff and dealt with impartially and promptly.
  All those involved will have the opportunity to be heard.
- ✓ Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.
- ✓ Appropriate sanctions will be applied as reflected in our behaviour policy and support will be offered via our THRIVE approach.
- ✓ All incidents are recorded and monitored.
- ✓ Parents are kept informed of processes and outcomes
- ✓ Westfield Primary Academy works to support pupils' emotional well- being and Early Help is family centred.

Education and Training The
school community will:

- Train all staff, including teaching and non-teaching staff (e.g. administration staff, support staff and site support staff), to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents using CPOMS).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, School Council, purple ribbon pledge, etc.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Monitoring and Review
This policy will be reviewed annually, and monitored by the governing body.

Appendix 1

Useful links and Supporting

Organisations Anti- Bullying Alliance:

www.anti-bullyingalliance.org.uk Childline:

www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND
Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk The

UK Council for Child Internet Safety (UKCCIS)

www.gov.uk/government/groups/uk-council-for-childinternetsafety-ukccis

Race, Religion and Nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama:www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com

Show Racism the Red Card:

www.srtrc.org/educational

LGBT

Barnardos LGBT Hub:

www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm Metro Charity:

www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-

out.org.uk Stonewall:

www.stonewall.org.uk

Sexual Harrassment and Sexual Bullying

Ending Violence Against Women and Girls
(EVAW) www.endviolenceagainstwomen.org.uk

A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition
- SchoolsGuide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect- nobody-
campaign-posters

Anti-bullying Alliance: advice for school staff and professionals about
developing effective anti-bullying practice in relation to sexual bullying:
www.anti- bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-
andgender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July
2017) www.gov.uk/government/publications/preventing-and-tackling-bullying