



WILLOW
BROOK
P R I M A R Y

Anti-Bullying Policy

Date: September 2023
Next Review: September 2024

Principles

Preventing and tackling bullying is a key priority for our school. Our ethos as a welcoming, safe, secure and nurturing school is of paramount importance. Our vision for the school clearly expresses our belief that we value everyone for their history, heritage and culture as we prepare pupils for the next stage of their education and beyond.

- Pupils have the right to learn free from intimidation and fear.
- The needs of the victim are paramount
- The school will not tolerate bullying
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and investigated.

A definition of bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms, physical, verbal, making gestures, extortion and exclusion. It is an abuse of power and can be planned and organised or may be unintentional. It may be perpetrated by individuals or by groups of pupils.

Forms of bullying can include:

- Physical violence
- Interfering with another pupil's property
- Using offensive names when addressing another pupil, this may be sexist, racist or homophobic in nature
- Teasing or spreading rumours about another pupil or his/ her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Misusing technology to hurt or humiliate another person.

This policy links with our school behaviour policy, our Safeguarding policy, our E-safety policy, our SEND policy. Our PSHE programme uses a range of opportunities to educate pupils about our anti-bullying ethos:

- Assemblies
- Circle times
- PSHE lessons
- Talk time
- Targeted groups
- Friendship groups
- Circle of friends
- Mentor sessions
- Clubs
- Displays

Responsibilities

Staff will:

- Develop pupils self-esteem, self-respect and respect for others
- Demonstrate high standards of personal and social behaviours
- Discuss bullying with classes, groups and individuals in an age appropriate manner
- Be alert to the signs of distress and other possible signs of bullying
- Listen to children
- Report suspected cases of bullying
- Follow up any issues raised by parents
- Deal with observed incidents promptly and effectively

Pupils will:

- Learn to understand that bullying is extremely serious and is unacceptable
- Refrain from bullying, even if there is strong peer pressure
- Intervene to protect other pupils unless it is unsafe to do so
- Report bullying to a member of staff
- Anyone who is subject to bullying should:
 - Not suffer in silence and have the courage to speak out
 - Have opportunities to speak to adults and to know who to speak to and how to get to speak to them.

Parents should:

- Watch for signs of distress
- Advise their child/children to report bullying
- Advise not to retaliate violently
- Be sympathetic and supportive
- Keep a written record
- Inform the school
- Co-operate with the school

Preventative Measures

The school is a safe environment designed to ensure pupils feel safe, e.g. classrooms are well lit, free from hidden corners, have windows in doors etc. Pupils are supervised at all times and all staff are trained to support and empathise with pupils. Our behaviour policy supports high standards of conduct and clear sanctions are in place. Pupil Ambassadors support other pupils and are role models.

Dealing with Incidents of Bullying

Clear written reports, including investigations and sanctions, are essential

- Records are kept to show incidents over time
- Logs are kept and updated to show the nature of the bullying and any trends
- Feedback from pupils and parents are valued and inform practices
- Contact with relevant professionals is embedded e.g. Educational Welfare Officer, Educational Psychologist

This policy was formulated in consultation with pupils, staff, parents and Governors and is reviewed annually. Overall responsibility lies with the Head who liaises with the Senior Leadership Team and Inclusion Lead to ensure a robust and sustainable model of Leadership.