



## Blessed Robert Widmerpool Catholic Voluntary Academy

### Anti Bullying Policy

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Bullying can take different forms. It can be

- Physical – hitting, kicking, spitting, taking belongings
- Verbal – name-calling, insulting, making offensive remarks (also threatening behaviours)
- Indirect – spreading malicious rumours, exclusion, text messaging e-mailing and social networking

In order to build an anti-bullying ethos, children must learn how to manage their relationships with others constructively.

#### Aims

- Provide an environment where all children feel safe and secure.
- Ensure that all children and adults within school have a common understanding of what bullying is
- Minimise incidents of bullying
- Change the behaviour of the person/people using bullying behaviours
- Change the behaviour of witnesses

#### Principles

Bullying is

- Ongoing, deliberate and unequal

It involves

- Target(s), the person/people doing the bullying, witnesses

All allegations of bullying are carefully investigated. Pupils, parents and staff are encouraged to talk openly about the issue. As part of the curriculum, greater understanding of bullying in all its forms will be developed. Children are taught strategies to help them deal with bullying situations which they may encounter;

Staff respond calmly and consistently to allegations or incidents of bullying. The school protects and supports all parties whilst issues are resolved.

## **Whole School Strategies to Minimise Bullying**

- 1 Play leaders are trained to deal with minor issues whilst referring more serious ones to staff.
2. Opportunities are provided in school as part of the curriculum in RE/EPR/PSHE and Citizenship so that issues can be explored: e.g. Anti-bullying Week, School Council meetings, House meetings, co-operative group work, circle time.
3. A school behaviour code (STOP- See Appendix 1) gives clear advice to children.

## **How the School Responds To Specific Allegations of Bullying**

Children know who to talk to in the first instance. This will usually be their class teacher, but it could also be a House Captain or another teacher or adult known to them.

## **The Role of The Teacher**

Teachers support all children in their class, encouraging a climate of trust and respect. All forms of bullying are taken seriously. If bullying taking place between members of a class, the issue is dealt with immediately.

The class teacher discusses the problem with all parties to establish the situation and talk through any issues. An early resolution is sought.

All incidents of bullying are reported to the headteacher.

## **The Role of The Headteacher**

It is the responsibility of the headteacher to ensure that all staff are aware of the school policy and are able to deal with incidents of bullying.

The head teacher keeps a record of all incidents and may invite the child's parents into the school to discuss the situation. As a result of the discussion clear expectations are laid down as to:

- Expected behavior and attitudes;
- Arrangements for beginning/ending lessons, lunchtimes, starting and ending the day

Individual circumstance will determine the precise arrangements to be made. Support is given to the child who is bullying to raise self esteem and develop appropriate social skills. In more serious cases, the headteacher may, exclude the child and/or seek advice from external support agencies.

### **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

### **The Role of Governors**

The governing body supports the headteacher in all attempts to eliminate bullying. Incidents of bullying are taken very seriously and dealt with appropriately.

The governors require the headteacher 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.

The governing body responds 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 and to report back to a representative of the governing body.

### **Review**

This anti-bullying policy and its effectiveness is reviewed annually by the governors. This is done through discussion with the headteacher.  
This policy will be reviewed annually

Review Date Spring 2014