

WESTFIELDS INFANT SCHOOL

Anti-Bullying Policy

Rationale

Everyone at Westfields Infant School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at our school.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

A 'one-off' incident is treated very seriously and sanctioned appropriately though does not fall within our definition of bullying.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Actions to Tackle Bullying

Prevention is better than cure so at our school we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum e.g. PSHE and targeted weeks such as friendship week to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

We consistently apply our Positive Behaviour Policy across school.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

Any reported allegations of bullying will be taken seriously by staff.

All reported allegations of bullying will be reported to the Head teacher ASAP who will carry out an investigation and report the findings of this investigation to the class teachers of the children involved and the person who initially reported the allegations.

Where there is evidence that bullying is taking place, a record will be kept of incidents by the class teacher of the victim. A copy of these records and the actions taken will be entered on CPOMs.

Any incidents of bullying observed in the playground will be initially addressed by the adult on duty, who will make a written record to be passed to the class teachers of the children concerned who will then enter the information on CPOMs.

This will include: who was involved, details of what happened and action taken.

If bullying includes racist abuse then it should be reported to the Headteacher to be recorded in the Racial Incident File.

Upon discovery of an incident of bullying, staff will discuss with the children the issues appropriate to the incident and to their age and level of understanding. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parental Involvement

Where there is evidence of bullying the parents of bullies and their victims will be informed of all incidents and the action that has taken place and asked to support strategies proposed to tackle the problem.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Where necessary we have and will call on outside resources such as the Primary Behaviour Support Service to support our action.

This policy is seen as an integral part of our Positive Behaviour Policy.

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