



Waterside Academy

PREVENTING AND RESPONDING TO BULLYING

Reviewed summer 2015

Reviewed spring 2017

Reviewed spring 2018

To be reviewed spring 2019

Introduction

The LEA recognises and affirms the right of every child to learn in a safe and secure environment and is committed to supporting schools in the development of policies and strategies for preventing and responding to bullying in the light of the guidelines. This document should be used in conjunction with Waterside Academy's Behaviour, Inclusion and Physical Restraint Policies.

We aim to:

- Reduce and eradicate wherever possible instances in which pupils are subject to bullying in any form.
- Establish appropriate means of providing after-care should an incident of bullying occur.
- Ensure that all pupils and staff are aware of the policy and fulfil their obligations to it.

Definition of Bullying

“Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks) or indirect (e.g. spreading rumours, excluding someone from social group).

Single incidents of verbal or physical attack, and behaviour which is hurtful but not intentional, must also be taken seriously and dealt with by the school according to the principles outlined in the Policy. The Head teacher records any reported racist incidents, witnessed or otherwise.

The Role of the School

School staff must act – and importantly be seen to act – firmly against bullying wherever and whenever it appears.

School behaviour policies and the associated rules of conduct should make specific reference to bullying.

Governing bodies should regularly review their school’s policy on bullying.

School website and other documents issued to parents and pupils should make it clear that bullying will not be tolerated.

Individual members of staff must be alerted to signs of bullying and act promptly and firmly against it. Failure to respond to incidents may be interpreted as condoning the behaviour.

In the light of these expectations, Waterside Academy has a responsibility to develop an environment in which all members of the school community (children and adults) are encouraged to:

- Treat everyone with kindness and respect
- Act with thought and consideration to others
- Behave courteously, being polite and helpful at all times
- Be friendly and co-operative
- Be honest and truthful
- Treat property with respect
- Comply with our School Rules

We also have a responsibility to take steps to prevent any member of the school community (adults and children) from:

- Making unkind or offensive comments (including comments about people’s appearance or ability/disability)
- Behaving in a racist, sexist, or homophobic manner
- Using foul or unacceptable language
- Being rude or aggressive
- Shouting
- Using physical aggression
- Damaging property

All members of our school community need to understand what constitutes bullying and be alert to signs that bullying is taking place. Specific roles and responsibilities held by staff and pupils should be developed and noted in the school’s policy. The school should ensure that its response to bullying is clearly understood by all members of the school community and everyone should be clear about their role and responsibilities in preventing and responding to bullying. In clear cases of bullying, class teacher informs the Head who completes incident form. It will be left to the class teacher’s discretion for further action.

Where an allegation of bullying is made, staff will take all reasonable steps to establish independent evidence of this taking place. Where none can be found, the school will monitor and keep the family informed.

Guidance will be provided for all school staff to ensure that they are able to carry out the responsibilities which are required by the school's policy.

It is important that pupils should:

- Be involved in the development and reviewing of behaviour and anti-bullying policies and practice, especially evident through Children's Council and the Playground Buddy system.
- Learn about what constitutes bullying and what to do about it (via assemblies, circle time and when otherwise appropriate)
- Have opportunities to develop the skills to resist bullying and to deal with bullying
- Be aware that knowing about bullying by or to others and doing nothing, is unacceptable.
- Parents Our Home/School Agreement stresses the importance of working with parents for the benefit of the child.

Parents also have a role. They should:

- Discourage their children from using bullying behaviour at school, at home or elsewhere.
- Take an active interest in their children's school life, discuss friendships, how playtime is spent and the journey to and from school
- Watch out for signs that their children are being bullied, or are bullying others
- Contact the school at the first sign if they are worried that their children are being bullied or are bullying others.

Victims and witnesses of bullying should know that it is 'OK to tell' and that they will receive practical help if they do so.

Anyone who bullies should be aware of the effect of their actions. It should be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated. It should also be recognised, however, that some bullies themselves need support and that the school has a responsibility to ensure that they receive it.

All incidents of bullying should be recorded and monitored. The record should include details about the nature of the incident, a description of the incident itself, a note of the action taken and a list of people who were notified. This includes racial incidents.

Policy, practice and methods of recording of incidents should be regularly reviewed and reported to the Governing Body. Reports to the Governing Body should include details about variations in the number of reported incidents over a given period of time and consideration of any action which needs to be taken to reduce the risks of incidents of bullying taking place.

Anti-bullying policy and practice should be developed within the context of a whole school policy for promoting positive behaviour. Thus responding to bullying, as well as other forms of unacceptable behaviour, has a wider context, especially in relation to PSHCE Policy and towards enhancing Waterside Academy as a Hertfordshire Healthy School.

We will:

- Be aware that there might be behaviour which is hurtful but is not intentional. Such behaviour should always be treated seriously with support given to all parties. Offenders should be made aware of the effects of their actions.
- Address bullying within the curriculum in order to give pupils an understanding of what bullying is, develop skills to prevent and deal with bullying situations and attitudes which promote responsibility.
- Ensure that their staff act as positive role models for pupils.

At Waterside Academy, we have clearly stated procedures for responding to incidents of bullying.

These will ensure that:

- The school's opposition to such behaviour is made clear
- The reasons for the school's objections to such behaviour are explained
- Steps are taken to ensure, as far as possible, that such behaviour is not repeated
- The parents of the offender and victim are informed of the school's policy not to tolerate such behaviour
- Children who have been bullied, and their parents, are supported
- The nature and response to an incident may be known to other staff, if appropriate

The Role of the Education Department

At the discretion of the Head, where there are concerns that a child may be suffering significant harm as a result of bullying at school the Child Protection EWO may be contacted.

Arrangements for Monitoring

Our internal, electronic system for recording will be used. Governors will be informed regularly.