



Policy Review

This policy will be reviewed by the Governing Body according to the policy cycle review.

The policy was last reviewed and agreed by the Governing Body on.....Nov 2017.....

It is due for review Nov 2020.....

Headteacher

Date:- 26.04.2018

A handwritten signature in black ink, appearing to be "J. A.", written in a cursive style.

Chair of Governors

Date:- 26.4.2018

A handwritten signature in black ink, appearing to be "Hewings", written in a cursive style.

WESTFIELD COMMUNITY PRIMARY SCHOOL

ANTI-BULLYING POLICY

Instances of bullying are rare at Westfield, but if and when they occur the matter is taken very seriously.

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (e.g. email, social networks and instant messenger)

Staffing

Any child who believes they have been bullied is encouraged to discuss their experience with their class teacher, teaching assistant, Family Support Adviser or any adult they trust. The Headteacher will discuss the findings with parents to establish whether bullying has taken place. If bullying has taken place, then the parents of the child who has bullied will be called to a meeting with the Headteacher. A behaviour support plan will be drawn up and advice taken from any agency who may be involved with the family. The child who has been bullied will be reassured and a support plan put in place.

Repeated incidents of bullying will not be tolerated and the school closely follows current advice from Hertfordshire County Council. Parents of children who bully others will be warned that their child may suffer a temporary or permanent exclusion.

M.S.A's

MSA's receive regular training on how to support children who have been bullied and to identify children who may attempt to bully others. All incidents will be reported to the child's class teacher and recorded appropriately. MSA's have a duty of care to the children at lunchtime and are aware of the serious consequences of not dealing with unacceptable behaviour.

Child Protection

All staff receive regular Child Protection training, an aspect of which is the ability to identify children who may be bullied and what to do if this situation is suspected.

Bullying Outside School

The Headteacher has the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, e.g. on public transport or in a town centre.

Active Listening

All staff will listen attentively to pupil complaints or concerns and address them. Careful listening at the outset can prevent problems escalating. Our Family Support Adviser has a 'Listening Box', which children can put their name in if they wish to talk to her.

Hertfordshire County Council produces extensive guidance, which the Headteacher and Governing Body refer to when an incident arises. Bullying affects a whole family and Westfield will deal with the situation in a professional and caring manner. Anti-bullying week activities are used at regular intervals to reassure that there is always adult support available in school.

Parents

If you suspect your child may be a bully or may be suffering from bullying behaviour, please contact the Headteacher immediately. Westfield does not tolerate bullying.

Schools and the law

By law, schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils.

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails, images or text messages
- hate crimes

Schools - reporting bullying

School staff will deal with bullying in different ways, depending on how serious the bullying is. They might deal with it in school, e.g. by disciplining bullies, or they might report it to the police or social services.

Police - reporting bullying

Anyone can make a complaint to the police about bullying but it's usually a good idea to speak to your school first. If you're reporting cyberbullying, keep a record of the date and time of the calls, emails, images or text messages - don't delete any messages you receive.