



Anti-Bullying Policy

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Signature:			

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Rationale

Wyre Forest School regards bullying as a form of behaviour where an individual or group deliberately uses power to hurt or intimidate over a period of time, or in an isolated incident. We recognise that bullying could occur between individual pupils, between groups of pupils and an individual pupil and between groups of pupils. It could also happen in the same way between members of staff and also between members of staff and pupils. Bullying is not tolerated at Wyre Forest School and this section of the Behaviour Policy presents the appropriate course of action for people to follow.

Bullying can be defined as; "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014).

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet

In order for Wyre Forest School to address and challenge bullying, it follows that the school must have the will and means to:

- Discover bullying;
- Prevent bullying;
- Deal with bullying;
- Support the bullied;
- Prevent the bullies continuing to bully;
- Endeavour to assist bullies to change their attitudes so they do not continue to bully.

Our Aims

Our aim at Wyre Forest School is to create a safe and secure environment (SAFE SPACE) for all where a bullying culture cannot exist and any rare isolated events of bullying are dealt with immediately to ensure that **Wyre Forest School is a Bully Free Zone.**

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture. Racism can be defined as 'prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior'.
- Bullying related to SEND (Special Educational Needs or Disability).

- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – “cyberbullying”.

Note About Special Educational Needs

Wyre Forest School encompasses a wide variety of need within its pupil population and there are occasions when a pupil’s special educational need or curiosity results in an incident that could be construed as bullying, e.g. a severely autistic pupil asking a multiracial pupil about their 'dirty skin'. We work hard to educate all our pupils about bullying in society and provide appropriate programs to support this.

Responding to Bullying

Attempts to resolve bullying will depend upon the severity of the incident and/or the timescale in which the behaviour has been displayed. It may also depend upon whether the bully has historically displayed this behaviour. Interventions may include:

- Making it clear, through an appropriate communicative method or means, that the bullying behaviour is not acceptable and then actioning support mechanisms that utilise the same level of communication.
- Developing empathy in the bully.
- Working around the incident in the PSHCE lessons, circle times, in groups and/or as a whole school.
- Talking to the victim and making suggestions about strategies for avoiding or dealing with bullying behaviour (such as blocking bullies on social media sites).
- Monitoring of those involved.
- Counselling individuals and groups.
- Using consequences/sanctions which will include contact with parents/carers.
- Monitoring the bully and ensuring that there is not a reoccurrence of the incident.

Team Approach to Bullying

All pupils and adults have a collective responsibility to eliminate bullying from WFS and society at large. With this in mind our approach is as follows:

The Role of the Governing Body

1. The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

2. The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. 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.
3. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.
4. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying records, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

The Role of the Headteacher

1. It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the Anti-Bullying Policy on request.
2. The Headteacher and Deputy Headteachers ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher/DHT draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher/DHT may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
3. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
4. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of Staff

1. Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
2. If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Deputy or Headteacher, the member of staff informs the child's parents/carers.

3. Staff actively supports anti-bullying strategies by teaching children directly about safeguarding issues and cyber-bullying. Information is regularly sent home to parents/carers to further develop parental awareness of safeguarding issues on the internet and mobile devices.
4. Staff should forward any incidents of bullying to the pastoral team immediately and also record the incident on ScholarPack so we have a record of the incident occurring.
5. Staff members routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
6. Staff members attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.
7. If, as members of staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied:
 - we explain why the action of the child was wrong and we endeavour to help the child change their behaviour in future.
 - If a child is repeatedly involved in bullying other children, we inform the Deputy or Headteacher.
 - We then invite the child's parents/carers into the school to discuss the situation.
 - In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as Social Care.

Involvement of Pupils and Parents/Carers

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Parents/carers have a responsibility to support the school's Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.

Parents/carers 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 teacher immediately.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Deputy and the Headteacher. The Headteacher meets regularly with the Chair of Governors and reports any incidents of bullying. In addition, bullying is reviewed as part of each terms governing body meeting too.

Links With Other School Policies and Practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints & Unreasonable Complainants Policy
- Safeguarding (including Child Protection) Policy
- e-Safety (Online Safety) Policy
- WFS ICT Acceptable Use Agreement
- Curriculum Policy

Links to Legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Equality Act 2010
- The Children Act 1989

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health":
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- NSPCC: www.nspcc.org.uk
- NDCS: www.ndcs.org.uk

Cyberbullying

- Childnet International: www.childnet.com
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

SEND

- DfE: SEND code of practice:
<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>