



# Anti-Bullying Policy

**Seen by:** School Governing Body

**Date:** March 2022

**Last reviewed on:** June 2021

**Next review due by:** June 2022



## **1. Rationale**

At Wordsworth Primary School we are we are committed to providing a caring, supportive and safe environment that allows all students and staff to flourish.

Wordsworth is an environment where individuality and diversity will be celebrated. We are committed to working in partnership with parents to ensure that all pupils are protected from being bullied, everyone is responsible for the prevention of bullying and this policy sets out how we will achieve this.

## **2. Principles**

1. Everyone is valued, appreciated and treated with respect and fairness. This is irrespective of ethnicity, colour, gender, religion, disability, sexuality, physical appearance or learning needs.
2. The school will make it clear to all students, staff, parents and the wider community that bullying in any form is totally unacceptable.
3. Guidance and support will be provided to the victim of bullying.
4. Where/as appropriate, a student found to be bullying will be assisted to reflect and repair their behavior, through education and restorative practice and with the support of multi-agencies if needed.
5. In all cases the value of individuality and inclusion will be held-in-mind.

## **3. Definitions**

### **What is bullying?**

Bullying is defined as 'repeated, unacceptable behaviour (verbal, emotional and physical) that causes any member of the school community to feel uncomfortable, threatened or distressed'. We recognise that bullying can make those being bullied feel powerless to defend themselves and we strongly encourage anyone who feels bullied to report it to school staff.

Bullying is deliberately unkind behaviour, which has 3 components:

1. It is repeated and goes on for a longer period of time.
2. It is deliberate hurtful behaviour. It is not accidental and is targeted towards another person.
3. It is unequal in that it involves the person/people bullying having some sort of power over the person experiencing the bullying and it is difficult for victims to protect themselves against .

It can take many different forms but the main ones are often:

- Physical - when students use physical actions to gain power and control over their targets. Examples include kicking, hitting, punching, slapping, shoving and other physical attacks.

- Verbal – when students use words, statement and name-calling to gain power and control over a target. Typically, verbal bullies will use relentless insults to belittle, demean and hurt another person. They often choose their targets based on the way they look, act or behave. Examples include name-calling, sarcasm, spreading rumours
- Emotional – when students ostracize others from a group, spread rumours, manipulate situations and break confidence. The aim is for the bully to increase their social standing by controlling or bullying another student. Examples include being purposely unfriendly, excluding, tormenting, threatening behaviour.
- Cyber – when a student uses the internet, smartphone or other technology to harass, threaten, embarrass or target another student. Technology makes the bully feel anonymous, insulated and detached from the situation. Examples include posting hurtful images, online threats, hurtful comments on social media/chatrooms
- Sexual – repeated, harmful and humiliating actions that target a person sexually.

#### **4. Aims**

1. To raise awareness of bullying.
2. To develop adult sensitivity to the signs of a child being a victim of bullying e.g. becoming withdrawn, “tummy aches”, not wanting to go out to play.
3. To ensure that children and parents understand the definition of bullying.
4. To ensure that children understand that bullying will not be tolerated within the school.
5. To encourage children to inform an adult immediately if they are bullied or witness an incident of bullying.
6. To deal with any incident promptly and if possible, to resolve the problem with both the victim and bully present.

#### **5. Procedures to follow**

1. Any incident must be reported to the Class Teacher, who will investigate fully.
2. The adult must listen to all accounts and not make premature assumptions
3. Restorative practice will be carried out in the first instance.
4. Parents of both perpetrator and victim will be informed/involved as is deemed necessary.
5. All actions will be recorded on CPOMs.
6. The bullied child must be made to feel safe and secure, and the child who has bullied must be made aware of the impact of their actions.
7. The Teacher must follow up an incident, checking that the bullying has not resumed.
8. Incidents outside of school will also be investigated when brought to the attention of school, for example bullying using technology.

## **6. Strategies to prevent bullying**

1. A focus on values and ethos of our inclusive school for all pupils.
2. Regular assemblies reinforcing school rules and friendships.
3. Regular class 'Circle time' to discuss relationship difficulties.
4. Regular teaching about relationships and bullying through the PSHE curriculum.
5. Participation in Anti-Bullying Week.
6. CPOMS records seen by all senior leaders and class teachers to maintain awareness and record chronologies.
7. Training to support adults as is deemed necessary.

Anti-Bullying Education will be delivered with consideration to our whole school aims and philosophy on equal opportunities and pupil development and due regard will be given to the following principles.

- Setting suitable learning challenges
- Responding to pupils diverse learning
- Overcoming potential barriers to learning and assessment for individuals and groups of children.

Agreed: June 2021

Review date: June 2022