



Anti-bullying policy

Ratified on:	April 2017
Reviewed by:	April 2019
School Lead:	I/C Pupil well-being
Governors committee:	Teaching and Learning

Anti-bullying policy

1. Roles and responsibilities

The Headteacher is responsible for

- developing the policy in line with good practice
- ensuring that agreed protocols are followed
- evaluating the progress the school is making in relation to the anti-bullying agenda

Employees of the school are responsible for

- developing an appropriate culture within school
- supporting children who have experienced bullying
- responding to children who have bullied
- modelling appropriate, respectful behaviour

Children / young people in this school are responsible for

- contributing to a culture that respects difference
- supporting children who have experienced bullying behaviours.
- modelling appropriate, respectful behaviour

Governors are responsible for monitoring the above

2. Aims and objectives

The aims and objectives of this policy should develop and maintain:

1. a culture of respect where difference is valued
2. a system of support for children / young people who have been bullied
3. a system of clear, fair and consistent responses to incidences of bullying

At WMMS we take steps to actively promote positive relationships including an anti-bullying ethos. At the core of this is the message that “it is all right to tell an adult”. This message is reinforced through PSHCE, assemblies, leaflets designed by the School council and an annual anti-bullying week.

3. Definition

Our definition of bullying is behaviour that is deliberate and repeatedly causes unhappiness or hurt to another person. This includes physical or emotional hurt to another person.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. We are committed to dealing with any incident where children or adults in the school with protected characteristics report that they have been discriminated against or bullied. All incidents of bullying are recorded and reported to the Teaching and Learning committee of the Governing Body on a termly basis. For each incident, it is recorded whether the victim(s) was/were people with protected characteristics.

Bullying affects everyone, not just the bullies and the person being bullied. It affects those who watch and less aggressive pupils can be drawn in by group

pressure. We also recognise that bullying can take many forms (ie not just physical aggression). 'Cyber' bullying is another serious form of bullying which can include all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera & video facilities, tablet, games consoles. (see 6 below). Incidents of discriminatory language (eg racist or homophobic language or derogatory comments about a person's religious beliefs) need to be challenged when they occur.

4. Responding and supporting

Staff should be alert to signs of bullying and harassment, must take seriously any complaint of bullying, and deal with it firmly, fairly and promptly

Where an incident involves assault or abuse, the offence itself might be dealt with in accordance with our Behaviour policy.

However, in many instances where bullying occurs, it will be more appropriate to follow the "Seven Step Approach." (Annex 1) This approach is designed to:

- Support children who are being bullied
- Help bullies to change their behaviour
- Meet those concerned individually and find out the facts of any incident
- Use peer group pressure to actively discourage bullying
- Break up bully groups where it seems necessary
- Inform parents immediately if the incident involves violence
- Involve parents of all children involved at an early stage if an incident is serious or repeated
- Help children develop positive strategies and assertiveness
- Involve and discuss with children agreed rules and behaviour
- Involve other agencies, eg, Education Psychologist when necessary

We ask that parents help us to help their child to learn by keeping us fully informed of any circumstance(s) which may affect their child's ability to reach their full potential.

Any incident of bullying (ie one that is taken through the Seven Step Approach) should be recorded by the adult dealing with it in the log of Racist/Bullying Incidents that is kept on SIMS.

We recognise that under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is "reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm". Where this is the case, our school staff will report their concerns to the Designated Safeguarding Lead for Child Protection who will refer to Children's Services Social Care.

5. Dealing with racist incidents

We expect all staff to take seriously any incident of a racist nature and to refer any incident to a member of the Senior Leadership Team.

It is our policy to explain why such behaviour is unacceptable and to support both instigator and victim (if there is one). This process would normally include parents/carers of those involved. Every incident is recorded on SIMS. PSHCE curriculum topics and values support this approach.

6. Bullying linked to ICT and other technology

If a bullying incident directed at a child or young person occurs using email or mobile phone technology, the school will deal with the incident. Possible strategies include:

- Advise the child or young person not to respond to the message.
- Refer to relevant policies including e-safety, IT acceptable use policy, anti-bullying policy and apply appropriate sanctions.
- Secure and preserve any evidence.
- Inform the sender's e-mail service provider.
- Notify parents of the child or young person involved.
- Consider parent workshops.
- Inform the SSCT.
- Consider informing the police or social care teams, depending on the severity or repetitious nature of offence.

If malicious or threatening comments are posted on an Internet site about a child, young person or member of staff, the school will deal with the incident. Possible strategies include:

- Inform and request the comments be removed if the site is administered externally.
- Secure and preserve any evidence.
- Inform the SSCT.
- Endeavour to trace the origin and inform police as appropriate.

This policy should be read in conjunction with:

Behaviour Policy
Equality Objectives Statement
E-safety policy

This policy has been reviewed in line with the Dorset County Council Anti-bullying guidelines, "Everyone is Different!" (2012)

Annex 1

The WMMS 7 Step Approach to Bullying

Where an incident involves assault or abuse, the offence itself might be dealt with in accordance with our Behaviour policy. However, in many instances where bullying occurs, it will be more appropriate to follow the “Seven Step Approach.” If pupils, staff or parents communicate a concern about bullying the following procedure will commence where appropriate.

Step One-Interview with the victim When the teacher finds out that bullying has happened, s/he starts by talking to the victim about the incident and his/her feelings. S/he does not need to focus the enquiry on all details of incidents, but s/he does need to know who was involved, including non-participant spectators. S/he encourages him/her to write down the effects of the bullying, how it makes him/her feel.

Step Two-Convene a meeting with the people involved. The teacher arranges to meet with the group of pupils involved. This will include some bystanders and colluders who joined in but did not initiate the bullying.

Step Three-Explain the problem S/he tells them about the way the victim is feeling and might use a poem, piece of writing or a drawing to emphasise the victim’s distress. At this stage it is best not to concentrate on specific incidents or allocate blame to the individuals or the group.

Step Four-Share responsibility The teacher does not attribute blame but states that s/he knows that the group can do something about it, something to help.

Step Five-Ask the group for their ideas Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier.

Agreed actions might be recorded in the form of a contract signed by all involved (including the teacher). The contract might also record likely sanctions to be used if the contract is broken by any party.

Step Six-Leave it up to them The teacher ends the meeting by passing over the responsibility to the group to solve the problem. S/he arranges to meet with them again, individually a week later to see how things are going.

Step Seven-Meet them again About a week later the teacher discusses with each pupil, including the victim, to find out how things are going. This allows the teacher to monitor the bullying and keeps the process.

It is important to remember to log incidents of bullying **on SIMS**. Weekly staff briefing will highlight any pupils who are currently on the 7 Step Approach.