

This policy is not a discreet document, but must be seen as an integral part of all other policies, especially those concerned with discipline, behaviour and the personal and social education of pupils. As such it concerns all members of staff within the school.

### **1. Introduction**

- 1.1 All schools must recognise that bullying, in one form or another, may take place in them and therefore it is essential that a clearly thought out policy for dealing with such incidents needs to be in place. By doing this it is hoped that bullying may be prevented whenever possible, and dealt with efficiently and effectively if it does occur.
- 1.2 Weaver Trust is committed to the values of tolerance and respect for others and as an institution opposes all forms of bullying. All members of the school community – pupils, parents and staff, have an important role to play in fostering an atmosphere where bullying is discouraged and each individual feels cared for and valued. In addition, all are responsible for ensuring that when bullying does come to light it is dealt with speedily and effectively.
- 1.3 Bullying may be defined as: Deliberately hurtful behaviour, which may be repeated over a period of time and is difficult for those being bullied to defend themselves against.
- It may take many forms, but the main types are:
- Physical: hitting, kicking, taking or hiding belongings.
  - Verbal: name calling, insulting, and making racist or other deliberately hurtful remarks.
  - Prejudicial bullying
  - Indirect: spreading unpleasant stories about someone, excluding someone from social groups in order to intimidate.
  - Cyber: any form of bullying which takes place online or through your mobile phone
- 1.4 Encouraging other people to engage in any of these types of behaviour is also bullying, even if the perpetrator is not directly involved in any of them. This is sometimes worse as not only does it have an adverse effect on the person being bullied, but also on the person being encouraged to bully.
- 1.5 All bullying is damaging to those who experience it and to those who perpetrate it. Studies suggest that the consequences of bullying can last for many years and in extreme cases can undermine a person's confidence for life. At Weaver Trust we find this entire sort of behaviour unacceptable and will do our best to prevent it, through ensuring that all children are well aware of how dangerous and damaging it can be. As a Trust we reward children for caring and considerate behaviour and acknowledge this during our weekly special celebration assemblies. We are committed to supporting all victims of bullying and as a result take firm action against those who are responsible for bullying.

### **2. Procedures to deal with incidents of bullying**

- 2.1 Pupils should be encouraged to approach a member of staff if they are being bullied. They should understand that:
- It will be taken seriously.

- It will be recorded as a ‘Major/Minor Incident’ and kept on file.
  - It will be investigated and appropriate action will be taken.
  - If they feel unable to make the issue public, information will still be recorded and kept on file, should bullying persist.
  - Counselling and support is available.
  - All cases of bullying will be reported to the Headteacher, who will work closely with the class teachers, Phase Leaders and Deputy Headteacher to establish the facts and liaise with the children involved, and their parents.
- 2.2 In some cases, children involved will meet with the class teacher, Family Support Worker, Peer Mentor, Phase Leader, Deputy Headteacher or Headteacher on a daily or weekly basis, as appropriate, and may also be asked to keep a diary of experiences in school. Children who feel at risk will be given various methods of support until the problem has been eradicated. Parents of all children involved will be kept informed and their support will be expected.
- 2.3 The seriousness of bullying consequences will be applied as appropriate, including counselling, withdrawal of privileges, (in line with our school behaviour and discipline policy) and for repeated incidents fixed-term exclusion.

### **3. The role of the School**

#### 3.1 The Class Teacher:

- Note changes in friendship groups.
- Observe closely the socialisation of new pupils.
- Check on patterns of attendance, lateness and sickness in school.
- Note instances of withdrawn personality.
- Be suspicious of a sudden drop in achievement.
- Be careful of unintended outcomes when choosing groups or when partner work is involved.
- Report any complaints or comments regarding bullying from children or parents on a ‘Major/Minor Incident Report’.

#### 3.2 Teachers on Duty:

- Patrol areas, which are not directly observable.
- Note the occurrence of isolated pupils.
- Observe inappropriate behaviour of pupils in the playground.

#### 3.3 Support Staff:

- Listen to children when they seek you out to talk about problems, and report anything you hear to the Headteacher.

#### 3.4 Peer Mentors:

- Listen to children when they seek you out to talk about problems, and report anything you hear to a Peer Mentor Link Teacher.

#### 3.5 The Headteacher:

- Act immediately, investigating parents’ suspicions.
- Record and investigate all incidents reported by teachers, parents and pupils.

- Arrange support for both victims and bullies.
- Discuss with staff suitable sanctions where necessary.
- Maintain records using each child’s Behaviour File and ensuring patterns are noted and addressed.

3.6 The Curriculum:

- Through the curriculum we aim to raise awareness of bullying issues through PSCHE, SEAL, SRE and SUMO for Schools.
- We also aim to allow pupils the opportunity to discuss ideas raised.

**4. The role of Parents**

4.1 Parents:

- To report all incidents of bullying if your child is a victim, a friend of your child is a victim; or even if your child is involved in bullying. Any concerns about cyber bullying can be reported using the designated email address
- All information will be treated with the utmost discretion so that there is no betrayal of trust in passing such information on.

**5. The role of Pupils**

5.1 Pupils should be encouraged to:

- Care for each other and report any incidents of unkind behaviour or verbal abuse to any adult in school, who will complete a ‘Major/Minor Incident Report’.
- Support the child who is the recipient of hurtful behaviour. BE A GOOD FRIEND. Remember that it could be you!
- Think before you say unkind words and be aware of how your behaviour may be viewed by other.
- Never touch another pupil in an aggressive manner.
- Do not leave other children out of social activity. Make an effort to involve everyone whenever possible.

**6. Background Information**

6.1 This policy has been reviewed by the Trustees, staff, governors and our School Council. This policy is to be implemented in conjunction with all other school policies as it is an integral part of all other policies in school.

**7. Review**

7.1 This policy was drawn up in consultation with staff, parents and governors. Staff will review it every year, in line with our Policy Review Cycle, unless there are significant changes and therefore a need to review it sooner.

Approved by:

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**Chair of Trust**

**CEO**

Date:

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