



But as for you, be strong and do not give up, for your work will be rewarded ~ 2 Chronicles 15:7

Anti-Bullying Policy



**Weston St Mary
CE Primary School**

| Reviewed by: | Date: | Changes made: |
|--------------|------------|--|
| LB | 17-11-2021 | No amendments |
| LB | March 2021 | New front cover |
| GB | 19-05-2020 | Appendix 2 added |
| ILB | 22-11-2017 | Replacement policy |
| ILB | 06-11-2018 | Policy name changed to Behaviour and Anti-Bullying (previously Behaviour and Bullying) |

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I can do all things through him who strengthens me ~ Philippians 4:13

ANTI-BULLYING POLICY

The staff of Weston St Mary CE Primary School recognise that bullying is deliberate and repeated hostility and aggression towards others, who are weaker and less powerful than the bully or bullies.

Bullying can be:

- Physical - pushing, kicking, hitting, and any other forms of violence.
- Verbal - persistent name-calling, sarcasm, spreading rumours, teasing and threats
- Emotional - excluding (i.e. sending to Coventry), tormenting (i.e. hiding books, threatening gestures), ridicule, and humiliation.
- Racist - racial taunts.
- Sexual - unwanted physical contact or abusive comments.
- Cyber bullying - bullying that takes place through use of text messaging, social network sites, emails etc.

If two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying. Vigilance will be shown by all members of staff at all times.

Preventative Measures

All the children, as well as staff, must be aware of what is and what is not acceptable behaviour. This should be brought out, not only in lessons and circle time but also in their general behaviour around school.

At playtimes members of staff on duty should ensure that they are in position as soon as possible and that complaints are followed up promptly. Correct use of the seating and the toys will be encouraged, particularly sharing the latter. Playground games will be encouraged but "play-fighting" will not be allowed.

When the children are entering and leaving school they should be supervised. The children are encouraged to move through the cloakrooms quickly and not dawdle.

The school bus is a potential area for bullying due to lack of supervision. The children are given a set position on the coach if necessary, and the driver is asked to report any poor behaviour.

At lunchtime, the children (hot lunches and packed meals) choose where they sit. They will remain seated until they have finished their meal. The school meals supervisors will observe the children whilst circulating around the tables. Children will not be allowed to share their food. When they have finished their meal, the children will stay in their places until they are given permission to go out. The Midday Supervisors will note down any relevant details of bad behaviour and will, in the first instance, deal with the situation and during afternoon registration mention this to the class teacher(s).

The children who have hot meals line up to be served and then sit at the appropriate table. They also wait until they are given permission to clear their tray and go out.

Teachers make every effort to be in the classroom or corridor before the children arrive in the morning and after each playtime.

Complaints of behaviours which fall within the definition of bullying as detailed above must be investigated and dealt with. Class rules, within the school rules, should be made clear to the children and adhered to at all times.

The children will be regularly reminded of the availability of all members of staff to discuss problems, also the idea that it is sensible to talk to their friends (and parents) if there are any bullying incidents. At times it may be necessary for the staff to instigate conversations with children who display symptoms of being bullied. This will mean that all members of staff must be aware of these symptoms of bullying which include:

- depression
- low self-esteem
- shyness
- poor academic achievement
- isolation
- threatened or attempted self harming

The initial action to be taken if bullying is detected is for the observer to report the matter to the class teacher(s) of the child/children involved. Counselling will be given to the bully involved as well as the victim. The former will be told that the act of bullying is wrong, not the child him/herself. The bully must be made to think in a more positive way about him/herself. The head teacher will be informed but will not normally become formally involved. There will, however, be a loss of appropriate privileges by the child who has bullied.

If there is a recurrence of bullying the head teacher will become actively involved and also possibly other agencies such as the EBSS and the LSS. A formal warning will be given to the child concerned. If this warning is not heeded then the child's parents will be invited to school to discuss the situation. A plan of action will be agreed. If this does not solve the problem then the exclusion procedures set down by the Local Authority will be followed.

Parental support will be sought for this policy by placing it in the school prospectus.

Review Date: October 2023

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