



Westcliff Primary Academy

ANTI-BULLYING POLICY 2021/22

Statement of Intent

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. Westcliff wish to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. This policy promotes practices within school to reinforce our vision and to remove and discourage practices that negate them.

What is bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, verbal or cyber. It is usually persistent and is often covert. It is a conscious attempt to hurt, threaten or frighten someone. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

Bullying can take many forms including:

- Physical - bullying can include kicking, hitting, pushing and taking away belongings.
- Verbal - which includes name calling, mocking and making offensive comments;
- Emotional - which includes isolating an individual or spreading rumours about them;
- Cyber-bullying - where technology is used to hurt an individual - for instance text messaging or posting messages/images on the internet or any form of social media;

- Racist - occurs when bullying is motivated by racial, ethnic or cultural prejudice;
- Homophobic - when bullying is motivated by prejudice against anyone who is non-heterosexual (LGBTQ).

-

With the advance of new technologies, school is aware there is an increased risk of cyber bullying; inappropriately using messenger, emails, gaming, social networking sites etc. We also cover e safety within our Computing and PHSE curriculum, as well as focussing on this on Safer Internet Day.

Some warning signs that a child is being bullied include:

- Changes in academic performance;
- Appearing anxious;
- Regularly feeling sick or unwell;
- Reluctance to come to school;
- Clothes/bags torn or damaged;
- Loss of appetite/not sleeping very well;
- Seen alone a lot;
- Not very talkative.

Some reasons why people bully include:

- Desire to feel powerful;
- Unhappiness;
- Feelings of inadequacy;
- Difficulties at home;
- Learned behaviour (they too have been bullied).

How to get help

Who can children talk to if they have concerns about bullying?

- ❖ Class teacher or any adult working in their classroom
- ❖ Welfare staff
- ❖ Headteacher

Children can feel confident that any of the above will listen to their problem. They will be supported by:

- Offering an immediate opportunity to discuss their experiences with their Class Teacher or an adult in school of their choice.
- Reassurance
- Continuous support (other staff will be alerted - particularly those who supervise

unstructured times of the day)

- Restoring self-esteem and confidence.

Children who have bullied will be helped by:

- Discussing what happened;
- Discovering why the child got involved or instigated the bullying;
- Establishing the wrong doing and need to change;
- Informing parents or carers to help change the attitude of the child.

Responses will vary depending on the nature of the incident, but may include:

- Counselling
- Involvement of external agencies
- Formal recording (see Behaviour Policy)
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

Anti-Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

ALL STAFF RESPONSIBILITIES:

- ❖ To listen to all parties involved in incidents
- ❖ To investigate incidents promptly and as fully as possible
- ❖ To take appropriate action (see our Behaviour Policy) and refer to Class Teacher/SLT/Headteacher as appropriate
- ❖ To promote the use of a range of strategies which challenge bullying behaviour (see PHSE curriculum, Resilience Committee, Mini-SLT meeting minutes etc)
- ❖ To model our values in school: 'Ready and Respectful'

Anti-Bullying Strategies

Regular promotion of anti-bullying in assemblies

Activities during Anti-Bullying week

A regular agenda item for Mini-SLT

Annual questionnaires to research children's views on how safe they feel in school

One to one counselling, should this be deemed appropriate

Strong staff-child relationships so children feel comfortable in reporting any issues

Academic Resilience Framework (See Appendix 1)

Involve the children (represented by Mini-SLT) in drafting a child friendly version of this policy (See Appendix 2)

Anti-Bullying advice to Parents/Carers

- The majority of bullying we see is cyber-bullying, particularly as children gain access to various devices. Please regularly monitor your child's use of texting, Facebook and other social media sites. We have a tab on our website that provides tips and advice <https://www.westcliffprimaryacademy.co.uk/information/safeguarding/online-safety-for-parents-carers>
- TALK to your child on a regular basis so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options, DON'T STAY SILENT.
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectation, sometimes ongoing problems can take time to resolve
- TRY to be cooperative with school and not be aggressive. Without us having a good working relationship the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school.

Written 17th November 2021

To be reviewed September 2022

Appendix 1

Resilience Framework (Children & Young People) Oct 2015 – adapted from Hart & Blincow 2007 www.boingboing.org.uk					
	BASICS	BELONGING	LEARNING	COPING	CORE SELF
SPECIFIC APPROACHES	Good enough housing	Find somewhere for the child/YP to belong	Make school/college life work as well as possible	Understanding boundaries and keeping within them	Instil a sense of hope
	Enough money to live	Help child/YP understand their place in the world		Engage mentors for children/YP	
		Tap into good influences	Solving problems		Support the child/YP to understand other people's feelings
	Being safe	Keep relationships going	Map out career or life plan		
	Access & transport	The more healthy relationships the better		Help the child/YP to organise her/himself	Fostering their interests
		Take what you can from relationships where there is some hope	Calming down & self-soothing		
	Healthy diet	Get together people the child/YP can count on	Highlight achievements	Remember tomorrow is another day	Help the child/YP take responsibility for her/himself
	Exercise and fresh air	Responsibilities & obligations			
		Focus on good times and places	Have a laugh	Foster their talents	
	Enough sleep	Make sense of where child/YP has come from			Predict a good experience of someone or something new
	Play & leisure	Make friends and mix with other children/YPs			
	Being free from prejudice & discrimination				
NOBLE TRUTHS					
ACCEPTING		CONSERVING	COMMITMENT	ENLISTING	

Anti-bullying Policy

Written by Mini-SLT 2021

What are our school rules?

- Work hard and have fun learning.
- Be kind to each other – it is nice to be nice!
- Try to make new friends
- Treat people how you would like to be treated
- Please walk nicely around school.

What should I do if I am being bullied?

- Tell an adult – any adult in school and your parents or carers
- Try to make friends
- Try to ignore it or walk away
- Remind the bully what the school rules are
- Do something you enjoy, colouring, or a board game or listen to music

What is bullying?

Whole school definition

Types of bullying-

Physical-

Hitting, kicking, pushing

Verbal-

Name calling, making fun of others

Emotional-

Leaving someone out, hurting someone's feelings

Cyber-

Sending mean messages online, pretending to be someone else online

What should we do if we see someone being bullied?

- Tell any adult in school and your parents/carers
- Remind others of the school rules
- Try and cheer up your peer, perhaps tell them jokes

What if I think I am a bully?

- Tell an adult – ask them if you are being kind or not
- Think about why you are bullying. Is there something wrong?
- Speak to someone you trust (a friend or a grown up)

