



Anti-Bullying Policy

**This policy was written for and by the children
of Wisbech St Mary Church of England Academy.**

Anti-Bullying Policy

Introduction

Led by the class School Council members, all of the children at Wisbech St Mary CE Academy had lessons based around understanding bullying.

Children from the School Council ask the classes to explain what they thought bullying was and then they introduced a video presentation and led a further discussion. The children from each class then decided on a list of what bullying is and who does it.

They then discussed how to stop any bullying that might happen at Wisbech St Mary CE Academy and came up with 4 key ways to tackle the problem if they felt it was happening to themselves or a friend.

Below are the statements of all of these ideas brought together at a final School Council meeting and agreed by all of the class representatives.

What is Bullying?

Children say that bullying is unkind actions such as:

Name calling; kicking; punching; teasing; people trying to take away your friends; threatening the above; not allowing you to play or leaving you out; trying to make you do something you don't want to and people being unkind to you online.

Children say that:

Bullying is done on purpose, on a regular basis by the same people or group of people. Bullying makes you feel unhappy or scared.

It can gradually get worse if you don't tell.

What can you do to stop Bullies?

The children say, 'to stop bullies you need to:

Tell a trusted adult; teachers, parents, teaching assistants, support staff.

Support the person being bullied, don't side with the bullies against them.

If you are worried about your friend, play with them; talk to them; help them get help from an adult.

If you are online DO NOT REPLY, keep the messages and show an adult immediately.

To help all of our children to deal with the above issues if it happens to them please work with the school so that we can '**Stamp Out Bullying**'.

Help us to make sure that your child is happy and fulfils their potential in school.

We will also model the academy behaviour expectations using the agreed language of:

READY - being ready to learn, being ready to play, being ready for school in the morning, being ready to get the best out of the day, being ready to accept the views and ideas of others.

RESPECTFUL - respectful of ourselves, respectful of others, respectful of our differences, respectful of property and respectful of the world around us.

SAFE - safe in our play, safe in how we move around school, safe in the street, safe at home, safe in who we talk to online or in person.

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1 Definition

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

2 Aims and objectives

2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of governors

3.1 The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

3.3 The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the Headteacher

4.1 It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

4.3 The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

4.4 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher

5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. If an incident suspected of bullying is reported, the incident must be recorded in

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the school's bullying log; at which time a full investigation will take place and it will be determined as to whether or not it is a case of bullying.

5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher or Assistant Headteacher(s), the teacher informs the child's parents.

5.4 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying as well as a proportional consequence for the child who has carried out the bullying.

5.5 Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.6 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

5.7 **We have a zero tolerance for any incidents of bullying.** Any incidents of bullying are taken very seriously and consequences, which are fair and proportionate, will be put in place to deter any future incidents of bullying.

5.8 **What consequences will the school use for incidents of bullying?** We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher or Deputy Headteacher and the SENDCO. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

6 The role of parents

6.1 Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying should contact their child's class teacher immediately.

6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7 Monitoring and review

7.1 This policy is monitored on a day-to-day basis by the Headteacher and/or deputy, who reports to governors about the effectiveness of the policy on request.

7.2 It is the governors' responsibility and they review the effectiveness of this policy annually at the end of each academic year. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher or Deputy Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

If you have any concerns contact the school on (01945) 410312 or email office@wsacademy.cambs.sch.uk and make an appointment to meet with one of the Senior Leadership Team.

Together we can stop bullying, by listening to the children and following their rules and guidance.

This policy will be reviewed November 2024.