



West Byfleet Junior School

Anti Bullying Policy

Introduction

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 and will not be tolerated. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available at schools.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

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. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

The school's teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it, in accordance with school policy.

What is our responsibility?

To ensure all staff have access to the Anti Bullying Policy and Behaviour Policy, and have opportunities to speak to adults about issues that concern their wellbeing.

How do we implement the policy on anti bullying?

The following steps will be taken when dealing with incidents:

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Policy:
Nominated Staff Lead:
Nominated Governor Lead:

Anti Bullying
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C and L

Status: Statutory
Review cycle: Annual
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If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

An investigation of the event will be undertaken by the member of staff and all children involved will be interviewed. In line with the school policy on behaviour, a verbal warning will be given.

If the event happens again, then the member of staff will inform parents of all the children concerned and support the child who is being bullied, whilst applying sanctions to those who bullied.

If, after parents are informed, another event happens, then the event is recorded and parents are invited to meet with the Headteacher to discuss possible sanctions and the impact on the individual being bullied. A record of the event will be recorded and the subsequent meeting with parents as well as any actions to be taken.

How to support pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following sanctions will be applied:

- Verbal warnings to cease offending
- Temporary exclusion from the playground
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

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Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy also links to our Child Protection and Safeguarding Policy.

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