



Westvale Park
Primary Academy

Anti-Bullying Policy

REVIEW: ANNUALLY LAST REVIEW DATE: September 2024

Anti-Bullying Policy Aims

Through our whole school policy on behaviour, we always aim to provide a happy, secure and well-managed environment which fosters positive relations between children and staff. In addition to this we aim to:

- Raise awareness and develop a secure understanding of what bullying is,
- Promote ways in which pupils and parents can disclose concerns about bullying in a climate of trust,
- Create opportunities within the curriculum which enable children to develop skills to protect and assert themselves without resorting to aggression.

Definition of Bullying

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying can take many forms:

- Physical bullying- hitting, kicking, pinching or taking another's belongings.
- Verbal bullying- name calling, put downs, threats, teasing, ridiculing, belittling, excessive criticism, or sarcasm.
- Indirect bullying- rumours or stories, exclusion from a social group, invading privacy, graffiti designed to embarrass, withholding friendship, hazing.
- Cyber/Online bullying- sending nasty phone calls, text messages or emails/chat rooms. Cyber bullying can happen at all times of day and night.

Some forms of bullying are attacks not only on the individual, but also on the group to which the person or child may belong. These protected characteristics are outlined in the Equalities information and objectives document. Within school, we will keep oversight of:

- Racial harassment and racist bullying
- Sexual and gender-based bullying
- The use of homophobic language including biphobia and transphobic references, including deadnaming
- Bullying of students who have special educational needs or disabilities

The language used around bullying can be very emotive and can 'label' children, suggesting permanence. Instead of 'victim' we may say 'person or child who is being bullied', and instead of 'bully or perpetrator' we may say 'person or child who is using bullying behaviours'. In this way it is the behaviours and roles that are being labelled, not the children. Friendship problems and bullying behaviour can be upsetting and unpleasant, but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Prevention of Bullying - Key Principles

- To be clear about what counts as bullying,
- To emphasise prevention,
- To ensure that children and parents know that bullying is not tolerated,
- Giving equal opportunities,
- That everybody has a responsibility to make sure that it does not happen and to tell someone if it does happen.

We aim to promote anti-bullying attitudes and values through a range of curricular activities. These include but are not limited to:

- Circle time
- Assemblies
- Religious Education curriculum
- Well-being curriculum
- Drama and Role Play
- Physical Education, Movement and Dance
- Anti-Bullying Week
- Forest School
- Values/Personal Development curriculum

Dealing with Reports of Bullying

Children should always be encouraged to share their concerns with a trusted adult, and they should never be made to feel as though what they are saying is unimportant.

All incidents of bullying will be logged using CPOMs 'Bullying Investigations'.

In addition, with cases of possible bullying, we will always:

- Listen carefully to all involved
- Investigate fully
- Follow up all reports
- Keep a full record of incidents, discussion and resolution
- Apply appropriate sanctions
- Inform all involved of outcomes (Victim, alleged bully, Class Teacher and Parents)
- Log outcome as either: False, Malicious, Substantiated, Unfounded, Unsubstantiated

Bullying outside school premises

Headteachers have a specific statutory power make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. Where bullying outside the school is reported to school staff, it will be investigated and acted upon in the same way as detailed above. The Headteacher will consider whether it is appropriate to notify the police or local authority of action taken against the pupil.

Roles and Responsibilities

Everybody has a responsibility to listen. The person to whom the incident is reported should always investigate, take appropriate action and ensure that the Class Teacher is informed as soon as possible.

Responsibilities of staff

- Attend annual safeguarding training
- Keep up to date with any CPD relating to bullying
- Read key policies linked to bullying
- Factually and accurately log incidences using CPOMs
- Inform parents/carers
- Analyse and show curiosity towards patterns of behaviour

Responsibilities of parents

- 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 community.
- Parents should work with the school in the event of an alleged bullying incident and support the school in following the policy.
- The school will provide useful information for parents on preventing bullying, safe use of the internet and cyberbullying via our school newsletter.

Allegations of bullying

When an allegation of bullying is made by either a child or parent, school will act in the following way:

- The allegation will be logged on CPOMs 'bullying investigation' log
 - The parents of the children involved will be spoken to and informed of the schools investigation
 - The investigation will be allocated to a member of the school's leadership team
 - That member of staff, supported by the class teacher (where appropriate), will investigate the allegations. This may involve speaking to children, watching CCTV and speaking to other members of staff.
 - All subsequent communications will be recorded on CPOMs and shared with the SLT including the safeguarding leads.
 - Parents will be informed of the outcome of the investigation using one of the following terms:
 - Substantiated- there is sufficient evidence to prove the allegation
 - Malicious- there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the child subject of the allegation
 - False- there is sufficient evidence to disprove the allegation
 - Unsubstantiated- there is insufficient evidence to either prove or disprove the allegation.
 - Unfounded- to reflect cases where there is no evidence or proper basis which supports the allegation being made.
- The outcome and any actions will be logged on CPOMs and on the internal bullying log

When the member of the leadership team and/ class teacher discusses the incident(s) with the pupils involved this will be done in an empathetic and non-judgemental manner. Regardless of the outcome of the investigation into any alleged bullying, staff will continue to support all children involved with their social and emotional needs. Where a pupil or group of pupils deny involvement in bullying behaviour the pupils concerned will be observed and monitored. The pupil being bullied may be asked to record and report any incidents which

cause them concern. The school will take into account their responsibilities under the Equalities Act 2010 to consider any SEN of the child(ren) involved in the bullying incident.

When bullying is known to have happened or be ongoing

Following the above actions and investigation the incident(s) will be followed up in line with the school's Supporting Well-being and Positive Behaviour Policy as appropriate. This might include:

- Records will be kept on pupils' CPOMS file.
- Official warnings to cease offending or withdrawal of certain school privileges
- Involvement of the police and other local services
- Exclusion from certain areas of school premises
- Suspension
- Permanent exclusion
- Support will be provided for all children involved
- Specific elements of the wellbeing curriculum (and online safety curriculum) will be re-visited

Associated policies and documents:

- Staff Code of conduct
- Supporting Well-being and Positive Behaviour policy
- Home School Agreement
- Safeguarding policy
- Online safety policy (including AUPs)
- Data Protection policy
- Complaints policy
- Equality, information and objectives statement
- SEN policy
- Privacy Notice for pupils, parents and families -AAT
- RSE Policy
- SMSC and British Values Policy