

WEST PARK ACADEMY

Child Friendly Anti-Bullying Policy



Reviewed November 2018

West Park Academy, part of Shared Vision Learning Trust an exempt charity limited by guarantee in England and Wales (Registered no: 7659444) whose registered office is at Alderman Leach Drive, Darlington, Co Durham DL2 2GF

Our values and beliefs

- Everyone has the right to feel happy and safe at school and therefore bullying is unacceptable
- Pupils who feel they are being bullied will be supported
- We are a TELLING school so if you know bullying is happening you are expected to tell staff
- At West Park Academy we have created a positive, caring ethos where everyone can work, play and express themselves free from the fear of being bullied therefore bullying should not happen in our school

What is bullying?

Several Times On Purpose

Bullying is intentional (not an accident), a bully hurts someone on purpose. Bullying is repetitive. This means that the bully hurts someone over and over again, it isn't an incident that happens only once. Bullying can be by one person or a by a group of people.

Here are the main types of bullying:

- Physical: e.g. kicking, hitting and damaging their belongings



- Verbal: e.g. name calling, threats and making offensive remarks



- Indirect: e.g. spreading nasty stories about someone, gossiping and leaving someone out from social groups or games



- Cyber: sending nasty emails, texts or making inappropriate phone calls or being unpleasant on group chats



- Some types of bullying can be against a group to which people may belong, for example, racial comments (making fun of someone because of the colour of their skin), bullying people who have special educational needs or disabilities.

How do we prevent bullying?

- Our school behaviour policy helps to promote positive behaviour in school to create an environment where everyone behaves well and supports each other
- During PSHCE lessons and circle time children will learn about the consequences of bullying and what to do if they experience bullying
- We may talk about bullying during P4C lessons
- Posters around the school remind children that bullying is not acceptable, and to tell them what to do if they are being bullied
- Our school takes part in the national anti-bullying week every year to remind children that bullying is not acceptable
- Children can go and speak to a member of the school council if they think someone is being bullied or they are being bullied themselves.

What happens when someone is being bullied?

- Children that are being bullied or see bullying happening should tell their teacher, an adult they trust or a member of the school council
- The school council know that they can then talk to their class teacher or Mrs Graham, Home School Family Co-ordinator, about what they have been told
- Staff should tell Mrs Hirst, Principal, or Mrs Ford, Deputy Principal, of any incidents.
- All incidents will be logged on CPOMs

Support will be given to children who are bullied.

- They will be reassured that they do not deserve to be bullied and that it is not their fault. They will be encouraged to talk about their feelings and they will be involved in making choices about how to resolve the matter. They will be asked to tell someone if any bullying happens again and we will involve their friends for support
- We will talk to the child (or children) involved in the bullying separately and listen to their version of what happened. We will talk to anyone else that saw the bullying. We will remind the child (or children) that bullying is not acceptable and expect bullying to stop
- We will contact the child's parents

- We will make sure we check that the bullying has not started again
- We will complete a Bullying Log of any incidents through CPOMs and this will be shared with all of the safeguarding leads in school.

Consequences:

Depending on the severity of the bullying this will determine the consequences of the child's actions. The child's class teacher, Mrs Graham and Mrs Hirst will have a meeting to decide on what to do.

Consequences may include the following:

- Reflection and review time
- Being removed from playtime activities
- Have to sit on their own at lunchtimes
- Have to stay indoors at break times or lunchtimes
- Not be allowed to join in with school events
- Be removed from the class for a short period

If bullying continues then the child will face internal exclusion from the rest of their class.

Our responsibilities

- Act in a respectful and supportive way towards one another
- Tell someone if they are being bullied or have seen someone being bullied
- Support each other and ask for help to make sure that everyone feels safe, and nobody feels left out

What if bullying happens outside the school gates?

We expect pupils to behave kindly outside of school and not to engage in bullying activities. Where a child or parent tells us about bullying that has happened outside of school, the school will talk to the children about how to avoid bullying outside of school, speak to the children involved and will monitor behaviour in school to make sure that the bullying does not continue in school.

Statement of Intent

At West Park Academy, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At West Park Academy, we acknowledge that bullying does happen from time to time – indeed, it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004
- All Trustees, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is
- All Trustees, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported

- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.