



THE WHITE ROSE FEDERATION

ANTI-BULLYING POLICY

Document Status	
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Date of adoption by the Governing Body	Date of next review
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Autumn 2020	Autumn 2022
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Responsible officer		
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J. Marwood		
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Signed:			
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Headteacher	S. MacDonald	Chair of Governors	J. Brown & A. Burr
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Links to Other Policies	
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Behaviour Policy	
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Child Protection Policy	
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ANTI - BULLYING POLICY

The aim of the anti-bullying policy is to ensure:

- i) That pupils learn in a supportive, caring and safe environment without fear of discrimination or being bullied.
- ii) That staff are able to work in a caring and safe environment without fear of discrimination or 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 benefit fully from the opportunities available in our school.

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), including online remarks.
- Indirect (spreading rumours, excluding someone from social groups) including online behaviours.

Bullying is also incompatible with the Christian ethos of our school in which all should be honoured and enabled to flourish.

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, and taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting/absenteeism from school.

Pupils and staff are to be encouraged to report bullying in school. Our Schools' teaching and non-teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Implementation

The Anti-Bullying policy will be made known to all members of the school community.

The following steps may be taken when dealing with incidents involving pupils:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded on CPOMS and alerted to the Head of School and Executive Headteacher
- the Head of School will interview all concerned and will record details of the incident on CPOMS
- parents and staff will be communicated with thoroughly
- staff will use the restorative practices guidelines (see Behaviour and Rewards Policy)
- consequences will be used as appropriate and in consultation with all parties concerned
- The Head of School will report the resolution of the incident on CPOMS and will follow up after a month with another log on CPOMS

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- considering avoidance/coping strategies
- restoring self-esteem and confidence, possibly through 1:1 or group ELSA work
- reassurance that the bullying will stop
- working in partnerships with parents, guardians and/or outside agencies to support emotional needs of the pupil.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrongdoing and need to change
- considering avoidance strategies
- working in partnerships with parents, guardians and/or outside agencies to support the emotional and behavioural needs of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed term exclusion
- major fixed term exclusion
- permanent exclusion.

Incidents involving staff will be dealt with according to the School's established disciplinary procedure or the Allegations of Abuse against Staff Policy and Guidance for Safer Working Practice.

Reconciliation

In many cases children are unaware of the extent of the hurt caused through their actions.

- pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- where it is felt to be appropriate, both parties may be brought together with a mediator and asked to express their feeling (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling)
- support and guidance will be given to ensure that a clear framework is in place to allow the pupils to move forward and reach a resolution
- opportunities for both parties to support each other will be explored with the mediator (such supportive behaviour may not be appropriate with immediate effect.)
- the mediator will ask both parties to discuss the progress of the relationship at regular periods and will document the outcome.
- parents will be involved throughout the process.

The mediator will usually be the headteacher but should be any member of staff that all parties concerned trust.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, the SEAL programme, Circle Time, the ELSA group assemblies and subject areas, as appropriate, in an attempt to educate the children to recognise the signs of bullying and to give them the skills to report it to access support.

Online Safety is delivered across the curriculum as part of discrete teaching. An Online Safety focus week is in place each Spring term when activities and workshops are delivered to ensure the children understand the importance of staying safe online. This is delivered in conjunction with a parent support. The latest online safety guidance is sent home to parents and updated on our websites to ensure we are up to date with the latest trends. Online safety guidance is also delivered through the year to children and parents in response to national and local updates.

Monitoring, Evaluation and Review

The school will review this policy every 2 years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.