

Weston All Saints C of E Primary School

POLICY FOR ANTI-BULLYING

This document is a statement of the aims, principles and strategies for the provision of Anti-Bullying at Weston All Saints C of E Primary School (WASPS). It was developed during the Spring term of 2010 through a process of consultation with teaching staff and approved by the Governing Body.

This policy will be reviewed as and when necessary.

Description of School

Weston All Saints Church of England Primary School, known as WASPS, is a large school for 4 – 11 year olds, set in the village of Weston on the edge of Bath. It has a good social mix with a few from ethnic minorities and some children with English as a second language. Since September 1994 the school has been home to the only primary Hearing Impaired Resource Base in Bath and North East Somerset. There are pupils with special educational needs, relating to both ends of the ability spectrum.

The school has a committed staff with a wide variety of experience and expertise and is supported by a thriving PTA and Governing Body. We value our strong links with Weston All Saints Church and the Christian foundation of the school is reflected in many aspects of school life. We hold the School for Health Award and Investors in People Standard.

WASPS prides itself in providing extensive opportunities in the Performing and Expressive Arts and has been awarded Arts Mark Gold three times by The Arts Council of England in 2002, 2005 and 2007. We firmly believe that children are naturally creative and that their creativity needs to be nurtured in the primary years.

A wide range of after-school activities is available to pupils, run mainly by staff. Pupils are encouraged to take part in numerous sports activities; we currently hold the Charter Standard for schools awarded by the Football Association.

We run a Breakfast Club and After School Centre which is led by WASPS staff.

We are a Partnership Development School for the Teacher Development Agency and we have very strong links with Bath Spa University, the University of the West of England and from overseas Teacher Training Colleges. A large number of trainee teachers carry out their School Teacher Training Experience at WASPS each year.

In addition to this policy please refer to the following policies:

- **Equality and Diversity**
- **Race Relations**
- **Citizenship**
- **Safeguarding**
- **Community Cohesion**

Anti-Bullying Policy Statement

Definition: *A deliberate and repeated action which hurts, frightens and/or threatens by word or deed.*

It is the policy of the school to respond promptly and appropriately when such behaviour is identified.

Cyber bullying is also considered to be a form of bullying. Pupils as part of our anti-bullying week are informed and made aware how to keep themselves safe.

Through school assemblies, our PHSE Seal Programme and class circle times, the school encourages all pupils to have respect for, and understanding of, the feelings and needs of other pupils.

Pupils who feel they are subjected to any kind of bullying are encouraged to report the incident to a member of staff.

Parents are encouraged to share, with the school, any worries they have concerning bullying.

In the event of bullying being reported or identified, the school will investigate and act accordingly, treating each case on its merits.

As a matter of course, all staff will be vigilant of such anti-social behaviour.

SMSAs will inform class teachers of any serious incidents relating to bullying and teachers will inform the Headteacher of any such serious incidents. The SMT and Headteacher are responsible for the pastoral care of pupils.

Strategies

Through assemblies, class circle times and the SEAL (Social and Emotional Aspects of Learning) Project, children will be taught:

- To recognise their worth as individuals, by identifying positive things about themselves and their achievements, seeing their mistakes, making amends and setting personal goals
- To face new challenges positively by collecting information, looking for help, making responsible choices and taking action
- To realise the consequences of anti-social and aggressive behaviours, such as bullying, on individuals and communities

- To reflect on spiritual, moral, and cultural issues, using imagination to understand other people's experiences
- To resolve differences by looking at alternatives, making decisions, and explaining choices
- To recognise different risks in different situations and then decided how to behave responsibly
- That pressure to behave in an unacceptable or risky way can come from a variety of sources, including people they know, and how to ask for help and use basic techniques for resisting pressure to do wrong
- That their actions affect themselves and others
- To care about other people's feelings and to try to see things from their points of view
- To realise the nature and consequences of teasing, bullying, and aggressive behaviours and how to respond to them and ask for help
- To recognise and challenge stereotypes

Pupils who feel they are subjected to any kind of bullying are encouraged to report the incident to a member of staff, preferably their own teacher.

Pupils who have knowledge of, or are witnesses to, any act of bullying are also encouraged to report the incident to a member of staff.

Parents are encouraged to share with the school any worries they have concerning bullying.

Support staff will inform class teachers of any serious incidents related to bullying and teachers will inform Assistant Head Teacher or Headteacher as relevant. (Please see 'WASPS Staged Discipline Procedure' and 'Procedure for Dealing with Incidents').

The distinction between 'direct' and 'indirect' bullying will be made explicit, and the importance of recognising the indirect will be emphasised.

Children will have the opportunities to consider the different ways in which people can have power over others. The reasons why people use bullying behaviour will be explored, with a range of strategies to support them.

Empathy and responsibility will remain the key themes.

