
	John Wycliffe Primary School (An Academy within Inspiring Primaries Academy Trust) Anti-Bullying Policy		
Date Agreed:	November 2022	Term to be reviewed:	September 2025

Rationale behind the policy:

Bullying has the potential to be present to a greater or lesser extent in all institutions. **All** members of our school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on people's self esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their lives.

Our school's definition of bullying is:

- Bullying can be **physical** (hurting, hitting, kicking, pushing), unkind **words** (name-calling, threatening, texts or notes, racism) or **actions** (body language, ignoring, gestures, stealing).
- It is when someone more powerful picks on someone weaker.
- It is **constant** – it happens again and again.
- It is **on purpose**.
- It is done for **no good reason** – it is not provoked by the victim.
- A bully might be jealous, be bullied themselves, feel bad about themselves, or be trying to make or impress friends.

It can be:

Physical – hitting, kicking, stealing or hiding belongings, sexual assault.

Verbal – name calling, insults, offensive or sexual remarks*, threatening language.

Relational – social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist*, religious*, cultural*, sexist* or pornographic* nature

Indirect. defacing property, displaying literature or materials of a racist*, sexist* or pornographic* nature.

Cyberbullying can include offensive or abusive text or Internet messages.

Bullying can be racist*, homophobic* or sexual* in nature.

* All incidents of each of these types will be recorded individually and reported on, along with the restorative consequences in line with the school's behaviour policy.

Bullying, in any form, will not be tolerated at our school. This applies to all members of the school community (staff, students, parents or governors). We are committed to the creation of positive and safe learning environments for all.

Purpose of the policy:

- o To promote the school's aims and values.
- o To develop a positive and safe learning environment in which bullying will not be tolerated.
- o To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- o To raise the standards of behaviour and levels of achievement of all.

Guidelines for implementing policy:

- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Everyone is encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to child, staff or parental concerns seriously and support the agreed procedures.
- The policy will be monitored and evaluated annually and will involve all stakeholders.

Our proactive strategies include:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- The issue of bullying will be raised continually in whole-school assemblies and PSHCE lessons, as well as in general conversation in class, in order to maintain awareness of the issue.
- Every opportunity to promote whole school initiatives such as anti-bullying week, theatre productions and external speakers will be taken.

Parents and the community will be encouraged to actively support the policy by signing the home-school agreement and promoting the School's Behaviour Policy.

- The School Council will include bullying as an agenda item at meetings. They will use questionnaires to represent the children's voice and ensure that all classrooms have the correct anti-bullying posters. Each year they will compile an action plan for the Spring Term to coincide with the schools anti-bullying week. Peer support systems for students will be promoted and training provided for both staff and students.
- The Governing body and SLT will monitor bullying via staff meetings, auditing profomas from pupils and parents and an annual questionnaire on bullying and school practice for children to complete.
- Bullying will be addressed within the PSHCE Curriculum.
- All staff will periodically receive training on the identification, prevention and management of bullying (including support staff and lunchtime supervisors) . At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and then distributed to all new staff.

Our Reactive strategies

- Children can report to any member of staff incidents of bullying and the incident is then reported to the Headteacher.
- Parents can report their concerns to the Class teacher and then the Headteacher.
- For incidents outside of school premises, we will work with families and other groups i.e. the police, to ensure that any bullying is not continued in school.
- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour policy and class Behaviour Folders) Staff will gather evidence and consult with their phase leader and/or Senior Leadership Team.
- In all cases, details of the incident and action taken will be recorded. Parents of both the victim and bully will be kept fully involved.
- Our primary concern will be the support and protection of the victim. We will also seek to ensure that the perpetrator is supported in recognising inappropriate behaviour and look to facilitate positive behaviours (applying restorative justice). Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in light of circumstances and if the bullying continues.
- Strategies to support victims will involve staff and students. Approaches such as circle of friends, no blame approach, buddying and mentoring etc. will be considered.
- Bullying incidents will be logged and monitored on a termly basis by the Headteacher. This information will be given to the Governing body each term as part of the Head's Report.
- All staff have the right to stop and search a child's belongings if they believe that the contents of such may be brought to school to further any bullying or intimidation. This includes electronic devices.