



Anti-bullying Policy

September 2023



This policy should be read in conjunction with: West Meadows Anti-bullying Code, Child Friendly Anti-bullying Policy, Behaviour Policy and Equality Statement, Policy and Objectives.

Statement of Intent

The aim of this policy is to ensure that the pupils of West Meadows Primary learn in a supportive, caring and safe environment without fear of being bullied, including cyber, prejudice based and discriminatory bullying.

Objectives of the Policy

All pupils, parents, governors, staff and volunteers have an understanding of what bullying is. They will know the process for reporting bullying instances and that the School has a responsibility to take any report of bullying seriously. Above all, they will be reassured that bullying will not be tolerated.

What is Bullying?

West Meadows is anxious to differentiate between non volatile disputes and arguments that occur between pupils of differing opinion and incidents of bullying. Bullying is repetitive behaviour which deliberately intimidates or controls another pupil or pupils.

Bullying can be defined as:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.” (Anti-bullying Alliance).

This behaviour has the potential to leave another pupil or pupils feeling unhappy, bewildered, frightened or threatened.

Bullying can take many forms. It can be:

- Emotional
- Physical
- Verbal
- Racist
- Sexual
- Homophobic

- Prejudice based
- Discriminatory
- Cyber

Why is it important to respond to bullying?

No one deserves to be a victim of bullying; everyone has the right to be treated with respect and given the opportunity to learn in a safe environment. Pupils who bully need to understand the consequences of their actions and be taught and learn different ways of behaving that is acceptable.

The way in which adults react to bullying contributes to the overall ethos; West Meadows Primary strive to implement their anti-bullying code to ensure bullying is less likely to happen currently or in the future.

Being bullied or bullying has the potential to affect pupils in their future if not dealt with appropriately and in a timely manner.

Signs and Symptoms

A pupil may indicate through signs of behaviour that he or she is being bullied. Adults should be aware of these and follow the reporting process to ensure bullying is being detected, monitored and addressed as opposed to relying solely on a pupil feeling able to report bullying.

The following signs and behaviours may be an indication of bullying, however these may also indicate an issue other than bullying and all possibilities should be considered when considering safeguarding:

- Frightened to attend or walk to / from school
- Displays unusual changes to their usual routine
- Begins to truant / poor attendance
- Displays withdrawn or anxious behaviour
- Feigns illness to avoid lessons or break time
- Begins to decline in their work
- Cries without explanation
- Becomes lacking in confidence
- Has clothing or bags that have been missing, torn or damaged
- Has possessions go missing
- Has unexplained cuts or bruises

- Stops eating / develops issues regarding food / eating
- Starts to bully others
- Gives improbable excuses for any of the above

Our Commitment

1. Bullying will not be tolerated; we will investigate all reported instances and monitor to assess any potential bullying instances that have not been reported continually as part of our ethos to stop bullying
2. We will take action appropriate to the situation, in agreement with the pupils, parents and teachers of the pupil(s) being bullied
3. We will heighten the awareness of pupils, parents, governors, volunteers and staff about what bullying is and how to report it
4. We will create an atmosphere where everyone feels able to report incidents of bullying with the confidence that it will be taken seriously and dealt with accordingly
5. We will identify factors within the school community which might allow bullying to take place and eradicate them
6. We will maintain a consistent record of bullying instances and review our processes regularly to ensure a long-term commitment is given to potentially eradicate instances of bullying.

Procedures

1. If bullying is suspected or reported, the incident will be dealt with immediately or as soon as practicable by the staff reported to
2. A clear account of the incident and actions taken will be recorded and the Headteacher will be notified to keep a strategic log of incidents
3. The pupil being bullied will be supported by a staff member of their choice
4. The parents of the bullied pupil will be informed by the class teacher or member of Senior Leadership Team (SLT) dealing with the incident
5. Pupils who are suspected of bullying will be supported by a staff member of their choice
6. The parents of the pupil suspected of bullying will be informed at the earliest opportunity by the class teacher or member of the SLT dealing with the incident
7. Incidents will be reviewed at least half termly by the Headteacher , Safeguarding Team and Safeguarding Governor to ensure effective measures have been implemented and resolution to all parties satisfaction has been achieved wherever possible

Cyber based Bullying:

Cyberbullying is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is repeated behaviour, aimed at scaring, angering or shaming those who are targeted. Examples include:

- spreading lies about or posting embarrassing photos or videos of someone on social media
- sending hurtful, abusive or threatening messages, images or videos via messaging platforms
- impersonating someone and sending mean messages to others on their behalf or through fake accounts.
- Face-to-face bullying and cyberbullying can often happen alongside each other. But cyberbullying leaves a digital footprint – a record that can prove useful and provide evidence to help stop the abuse.

As with all forms of bullying, the best ways to deal with cyberbullying are to stop it happening in the first place through educating pupils which we do through our Personal Development and RSE Curriculum. However, if incidents do occur, the same procedures will be followed as outlined in our bullying policy.

Outcomes

- Bullying instances will not be driven underground or highlighted without sufficient evidence
- Pupils being bullied will be supported and offered the opportunity to talk to a member of staff of their choice. They will be asked how they would like it dealt with
- Pupils being bullied will be supported in restoring their self esteem and confidence and monitored to ensure repetitive instances do not occur
- Pupils who have bullied will be able to discuss what has happened with a staff member of their choice without bias
- The learning mentor, PSA or appropriate member of the Safeguarding team, will follow up any reported incidents of bullying at the request of the child / teacher / parent
- Pupils who have bullied will be offered the opportunity to establish why they took these actions and the impact these have had

- Parents will be consistently informed of instances and the procedures put in place to diffuse and eradicate instances of bullying
- If necessary, disciplinary steps will be taken inline with the school's behaviour policy
- Consistent monitoring will take place from all staff to ensure inclusion, awareness and long-term eradication of bullying instances
- We will proactively educate pupils on the causes of and consequences of bullying, including through our assemblies and our Personal Development (PD) and RSE curriculums to help support long-term eradication of incidents
- We will appoint anti-bullying ambassadors who will receive regular training. These ambassadors will promote and support the anti-bullying message across school.

Assistive Organisations

Advisory Centre for Education	08088005793
Anti-bullying Alliance	www.anti-bullyingalliance.org
Bullying online	www.bullying.co.uk
Children's Legal Centre	0845 345 4345
Kidscape Parents Helpline	0845 120 5204
NSPCC	0808 800 5000
Parent Line Plus	0808 800 2222

Reviewed: September 2023

Next review date: September 2025