



# **Woodford Green Primary School**

# **Anti-Bullying Policy**

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# WOODFORD GREEN PRIMARY SCHOOL ANTI-BULLYING POLICY

Woodford Green Primary School has a commitment to the Every Child Matters agenda where pupils safety, health, economic well-being, enjoyment, excellence and participation in the community is promoted as an effective anti bullying culture. We promote a culture where all adults and children are valued and treated with respect.

## **Rationale**

At Woodford Green we recognise that bullying does it can be harmful both physically and the victim. It can also be a sign that the child bullying has underlying issues that need to be purpose of this policy is to enable adults at recognise bullying when it takes place and to effectively.



can occur. If it emotionally for carrying out the addressed. A school to deal with it

## **What is bullying**

Bullying is repeated behaviour, over time, by an group that intentionally hurts another individual physically or emotionally.

Bullying can be related to race, religion, culture, sexual orientation, home circumstances, family, SEN, disability or appearance.

There are a number of types of bullying;

- Emotional – excluding, tormenting, ridiculing, and hiding things.
- Physical – hitting, punching, kicking etc.
- Verbal – name-calling, insulting, making threats, teasing etc.
- Racist – racial taunts, gestures, making fun of someone’s culture or religion.
- Sexual – unwanted physical contact, sexually abusive or sexist comments.
- Cyber – offensive or threatening e-mails texts or chatroom messages.

individual or group either

## **Bullying is not:**

It is important to understand that bullying is not an odd occasion when children argue, call each other names, fall out with friends or play an occasional joke. Children do sometimes say things they shouldn’t or behave in an unkind way and we deal with that as part of our behaviour management work in school. It is an important part of a child’s development to learn how to behave appropriately and also how to deal with people who

have been unkind or unpleasant. We all have to learn how to deal with these situations and develop more resilience as we mature.

We use STOP to help children understand and remember this  
S-several T-times O-on P-purpose

**It is bullying** if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will not tolerate bullying at Woodford Green. We are committed to providing a caring, friendly and safe environment for all our pupils.

#### **Strategies for the prevention and reduction of bullying.**

- Having a positive learning environment with the aim of reducing opportunities for bullying to occur.
- Regular PHSE teaching using SEAL materials.
- Taking part in anti-bullying week, regular assemblies.
- Following the whole school behaviour policy which includes using praise and rewards to reinforce good/positive behaviour.
- The whole school community models appropriate behaviour towards one another.

#### **Procedures for responding to bullying incidents.**

- The problem will be identified and possible solutions explored.
- Staff will attempt to adopt a problem solving approach through class activities.
- Appropriate action will be taken to end the bullying behaviour i.e: loss of privileges such as school trips or clubs, spending break times with an adult, being withdrawn from class.
- If possible children concerned will be reconciled.
- An attempt will be made to help the bully/bullies understand and change his/her behaviour.
- If the bullying continues or in more serious cases parents will be informed and asked into school for a meeting to discuss the problem.
- Incidents will be recorded and kept on file.
- In repeated or very serious cases the school may follow the sanctions of lunchtime exclusion and fixed or permanent exclusion.

### **ANTI BULLYING ROLES AND RESPONSIBILITIES**

#### **The role of Governors**

This policy statement makes it very clear that the Governing Body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governors require the Head Teacher to keep accurate records of any incidents of bullying, particularly those that are racially motivated, together with the action taken.

The Head Teacher retains responsibility for reviewing the effectiveness of anti bullying strategies and together with the Governors, reviews this policy on an annual basis.

#### **The role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and support staff) are aware of the school policy and know how to deal with incidents of bullying.

The Head Teacher has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, RE / PHSE lessons and when dealing with specific incidences of inappropriate behaviour.

The Head Teacher has specific responsibility for developing a school climate of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Informal communications between staff and parents are undertaken immediately a bullying issue arises. Where appropriate this is shared with other members of staff via the weekly staff bulletin. Ways of tackling bullying incidents are discussed at staff meetings.

### **The role of the Teacher**

We have a collective responsibility for discouraging and responding to any incidences of bullying.

If any member of staff witness any form of bullying, they must inform the Head, Deputy Head or other Senior Member of staff to provide support or appropriate sanctions. Staff should make a written record of the circumstances associated with any incidence.

Teachers support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

### **The role of Parents**

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

### **Monitoring and review:**

The effectiveness of our anti-bullying strategies are monitored by the Head Teacher on an ongoing basis and written reports are submitted to the Governing Body identifying behaviour issues on a regular basis.

The policy will be reviewed on an annual basis in consultation with parents and children through the pupil council.