



## White Spire School Anti-Bullying Policy

Date: November 2016

Review Date: November 2017

### **Rationale**

White Spire School believe the safeguarding and protection of pupils, staff, Governors and visitors are paramount and that all members of the school community are able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying and behavioural systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at White Spire School.

### **Definitions of Bullying**

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the people concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

This Anti-Bullying Policy works with, and alongside, our Behaviour and Discipline, SRE, Drugs and Misuse of Substances, Child Protection, Inclusion and Equal Opportunities Policies.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out". Serious bullying is defined as any incident that meets the threshold for internal or fixed term exclusion.

### **Actions to Tackle Bullying**

Prevention is better than cure so we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The member of staff who witnessed the incident will be responsible for this and will be required to give a copy of the incident report and the action taken to the Headteacher. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to

the Headteacher. If bullying includes racist abuse then it should be reported to the Headteacher to be recorded.

Upon discovery of an incident of bullying, we will discuss with the pupils the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. Pastoral Care support will be given to all pupils concerned.

There are various strategies that can be applied if more than one pupil is involved in bullying another. PSHE, Citizenship, Role-play and other drama techniques can be used. This is an effective way of sharing information and provides a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be given strategies to overcome this problem, e.g. to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying.

#### **Parental Involvement**

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies or pupils found to perpetrate an incident of serious bullying may be excluded from school).

Whilst there is little history of bullying at White Spire, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. This policy is seen as an integral part of our Behaviour and Discipline Policy.

## **Definition of Cyberbullying**

Cyberbullying is a form of bullying that happens on social networks, games and mobile phones. Cyberbullying can include spreading rumours about someone, or posting nasty or embarrassing messages, images or videos. Children may or may not know who is bullying them online.

Children and parents are taught about the dangers on online accounts. If cyberbullying occurs, children are must report any incidences to an adult within school. All reported incidents will be investigated and taken seriously by staff members. A record will be kept of incidents. If an incidence occurs from an outside entity, children and parents will be support by the school in how to resolve such incidence.