



Wrangle Primary School
Anti-Bullying and Harassment Policy
Reviewed March 2020



Aim

The aim of the anti-bullying and harassment policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied or harassed, and that staff are free from fear of bullying and harassment by pupils or other adults.

Statutory duties of schools

Schools have a duty to safeguard and promote the welfare of pupils and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying/harassing of staff by pupils 'Safe to learn' DCSF 2007.

Definition (Anti-bullying Alliance)

Bullying and Harassment is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- Involves an imbalance of power – the person being bullied or harassed will usually find it very hard to defend themselves.

It can be:

- ☑ Physical, e.g. kicking, hitting, taking and damaging belongings
- ☑ Verbal, e.g. name calling, taunting, threats, offensive remarks
- ☑ Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- ☑ Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

It is important to consider 'friendship fallouts' as opposed to bullying/ harassing when dealing with concerns.

Preventative measures

The school will:

- ☑ raise awareness of the nature of bullying and harassing through inclusion in PSHE/SEAL, Assemblies and informal discussion, as appropriate, and involve theatre groups and P.C.S.Os to talk to children
- ☑ participate in national and local initiatives such as Anti-bullying Week.
- ☑ consider the use of specific strategies, for example peer mentoring.

This school recognises that bullying or harassing which is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying/ harassing related to perceptions about disability and/or special educational needs.

At our school if bullying or harassing behaviour is suspected or reported we will:

- **First** instance: Encourage the children involved to talk to the Learning Mentor and agree steps to move forward.
- If there is a **second** instance within a short time scale (maximum of 2 weeks) following the initial concern parents of all involved children will be informed and the situation closely monitored by staff.
- Where a **pattern** of bullying/harassing behaviours have been identified in the ensuing 2 weeks then the Head teacher will make it clear to the child and their parents that the behaviour must stop and steps will be agreed for a more formal approach which is likely to be internal exclusion.
- In **extreme** cases where the bullying/ harassing behaviours are persistent and there seems to be no evidence of changing behaviour then strategies such as formal exclusion may be needed. Governors will become involved.

Identifying and reporting concerns about bullying / harassing

All concerns about bullying/ harassing will be taken seriously and investigated thoroughly.

All pupils will be encouraged to report bullying/ harassing by

☒ talking to the Learning Mentor or other member of staff.

Staff who are being bullied / harassed will be encouraged to report it to a colleague.

Parents will be encouraged to report concerns about bullying/ harassing and to support the school in tackling it.

Responding to reports about bullying or harassing.

School

The school will take the following steps when dealing with concerns about bullying/harassing:

☒ The Learning Mentor will interview everyone involved and keep a detailed record before reporting to the headteacher.

☒ A clear account of the concern will be recorded and given to the head teacher

☒ Parents and other relevant adults will be kept informed.

☒ A plan of support and sanctions will be put in place as appropriate and in consultation with all parties involved

Pupils and staff

Pupils and staff who have been bullied/harassed will be supported by:

☒ providing reassurance that the bullying/harassing will be addressed

☒ investigate why the bullying/harassing behaviour is happening.

☒ establishing the wrong doing and need to change

☒ informing parents to help change the attitude of the pupil.

☒ the use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

☒ official warnings to cease offending.

☒ Loss of privileges and playtimes or internal exclusion, for fixed-term.

Parents

☒ Most concerns about bullying/harassing will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they will be directed to the formal Complaints Policy.

Monitoring, evaluation and review

Governors will be made aware in Headteacher reports at each Full Governor's Meeting of any instances of bullying/harassing issues.

Bullying or harassing can sometimes be difficult to identify and each instance will be considered individually while bearing in mind the above guidance.