

# POLICY FOR ANTI-BULLYING



THIS POLICY WAS APPROVED:	AUGUST 2023
POLICY VERSION:	VERSION 1
THIS POLICY WILL BE REVIEWED:	JULY 2024
MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW:	EXECUTIVE HEADTEACHER
THIS POLICY WAS CONSULTED WITH:	

## **The School Aim**

**'Wimbish Primary Academy encourages everyone to inspire all our children to reach their full potential in a safe, happy and stimulating environment.'**

The pupils and staff of the school enjoy a safe and friendly environment where everyone learns to live with one another, to promote each other's self-esteem.

We at Wimbish appreciate that achieving this aim is sometimes hindered by the presence of bullying in our school.

Our school community will not tolerate unkind actions or remarks, even if they were not intended to hurt.

The staff of Wimbish will lead by example, and teach those in the care of the school to treat others with respect and without prejudice.

## **Code of Conduct**

All members of our school community are expected to:

- Always think about being kind and helpful
- Respect each other's differences
- Treat people, property and the environment with respect
- Allow adult and visitors to pass
- Hold the door open for anyone who is following
- Be polite at all times and listen and follow instructions
- Say 'please' and 'thank-you' as appropriate
- Wait for space in conversation, rather than interrupting
- Knock on a closed door before entering
- Dress appropriately for school and sport
- Replace resources with care
- Keep a tidy school
- Enjoy each other's company
- Be happy and help others to be happy

These points can be summarised by The Golden Rules:

**We Respect**

**We Learn**

**We Care**

**Unacceptable behaviour includes:-**

- Bullying – in any form\*
- Rudeness/abusive behaviour to anyone in the school
- Bad language, swearing or blasphemy, racist or sexist comments to anyone within the school
- Extortion/threatening behaviour
- Theft or vandalism
- Absconding from lessons or from school
- Ignoring any reasonable request by a member of staff

### **\*What is bullying?**

Bullying is a persistent, deliberate attempt to hurt or humiliate someone. Bullying behaviour is characterised by three things

#### **Bullying:**

- is repeated over time
- involves deliberate hurtful behaviour
- involves an unfair balance of power that makes it hard for those being bullied to defend themselves.

#### **Bullying may involve:**

- hitting, kicking, spitting and other physical approaches
- name-calling, perhaps related to disability, special needs, religion, gender or sexual orientation
- racist comments or jokes
- threatening remarks or graffiti
- taking, hiding or damaging possession
- spreading stories about someone or ignoring him/her
- intimidation by mobile phone, text message or through interference with computer files.

**The consequences of unacceptable and/or bullying behaviour:-** Please refer to our policy for Behaviour Management

### **Summary**

Wimbish Primary Academy is a caring school – we care for our environment, our friends and everyone in our school.

We are a ‘telling’ school – we care enough to tell someone if we see anyone in our school is hurt, whether they are a pupil or a member of staff.

The school ensures that parents, carers, staff and pupils are aware of our policy on behaviour and bullying by displaying these on our website and sharing key information at parent/carer information sessions.

Any racist incidences are recorded separately.

Wimbish Primary Academy follows a no blame approach to dealing with bullying. This approach assumes that support is required for both parties, and that strategies are in place to support

both the bullying and the bullied. This will ensure that the situation should not recur. This approach ensures that both parties are treated equally and that the self-esteem of both of promoted.

If you suspect that your child is being bullied or is bullying others, we encourage all adults to:

- discuss the matter with your child, taking the matter very seriously
- reassure your child that it is right to talk about the issue
- make a note of what your child says and be ready to give precise details (time, date, etc)
- encourage your child to talk to his/her teacher
- arrange an appointment to see the teacher yourself
- ask to see a copy of the school's anti-bullying policy
- work with the school to develop a support plan

See also the Behaviour Management Policy and the Equal Opportunities Policy