



St. William of York Primary School

Brockley Park, Forest Hill, London SE23 1PS

Tel: 020 8690 2842 Fax: 020 8690 3623 Email: info@swoy.lewisham.sch.uk

Headteacher: Mrs Sharon Lynch

Anti-Bullying Policy

The purpose of St William of York Primary School is to educate children in an atmosphere of Christian love, within the Catholic tradition.

We respect and rejoice in the uniqueness of each child, and aim to make learning a happy and positive experience for everyone in our community.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Bullying is defined as deliberately hurtful behaviour, where it is difficult for those being bullied to defend themselves. Bullying is *“Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”*.

Bullying can include, but is not limited to, name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through web-sites, social networking sites and instant messaging systems), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Bullying can happen to anyone. This policy covers all types of physical, verbal and indirect (rumours, exclusion from groups etc.) bullying including:

- Bullying related to race, religion or culture.
- Bullying related to ability, disability or special educational needs.
- Bullying related to appearance or health conditions.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Bullying of pupils by staff.
- Bullying related to sexual orientation (e.g. use of the word ‘gay’ as an insult).
- Sexist or sexual bullying.
- Cyber bullying - mis use of the internet, text messaging, social network sites etc.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

The staff must be alert to the signs of bullying and act promptly and firmly against it.

Statutory Duty of Schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incidents will be dealt with immediately by the member of staff who has been approached.
- a clear account of the incidents will be recorded and given to the Headteacher/Deputy
- the head/deputy teacher will interview all concerned and will record the incidents
- parents will be informed
- restorative measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff or peer of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.
- Establishing a 'circle of friends' where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- making restoration through deed or action eg. letter of apology
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- missing playtime
- recording of incidents by class teacher, at back of 'Cause for Concern' book
- recording of incidents by HT or SMT in 'Incidents book'
- exclusion from certain areas of school premises
- minor fixed term exclusion
- major fixed term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, SEAL and RE lessons, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness, in conjunction with the Behaviour Policy. The policy will be promoted and implemented throughout the school.

Autumn 2018