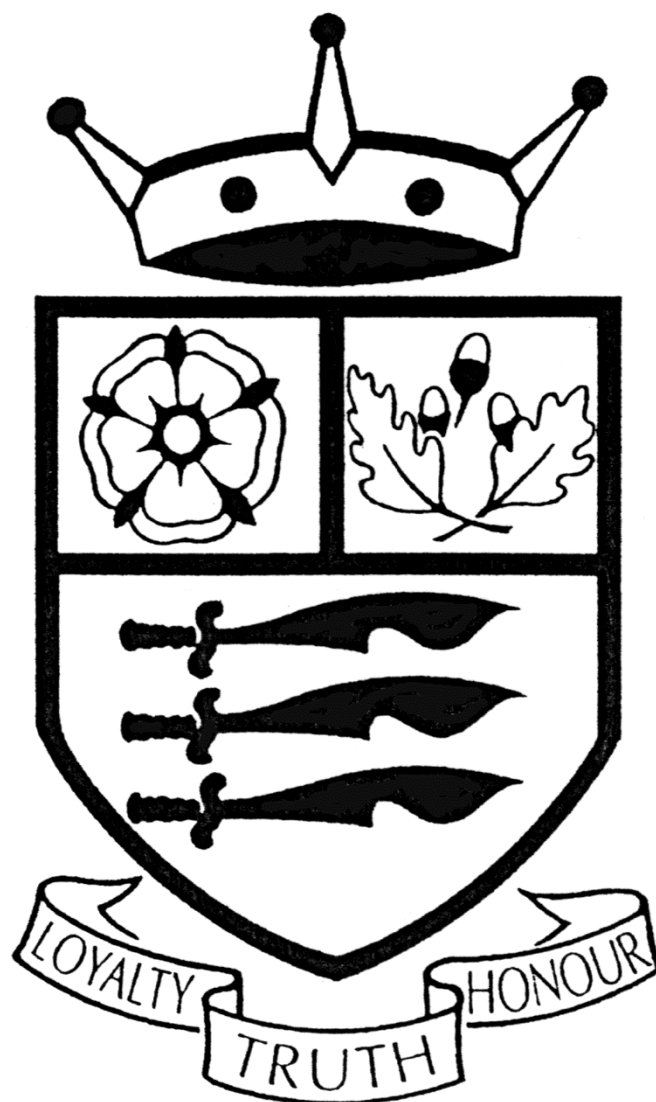


West Lodge Primary School



Bullying Prevention Policy

WEST LODGE PRIMARY SCHOOL

Bullying Prevention Policy

Updated October 2021

Article 12 – Children have the right to their own opinion.

Article 15 – Children have the right to choose their own friends and set up groups.

Article 19 – Children have the right to be protected from being hurt and maltreated in body and mind.

Article 23 – Children with additional needs have the right to have their needs met.

Article 28 - Children have a right to an education. Discipline in schools should respect children's human dignity.

Article 29 – Education should develop children's talents, ability and personality. It should help them develop respect for others.

Article 30 – Children have the right to practise their own culture, language and religion.

Article 31 – Children have the right to relax and play.

Our Vision

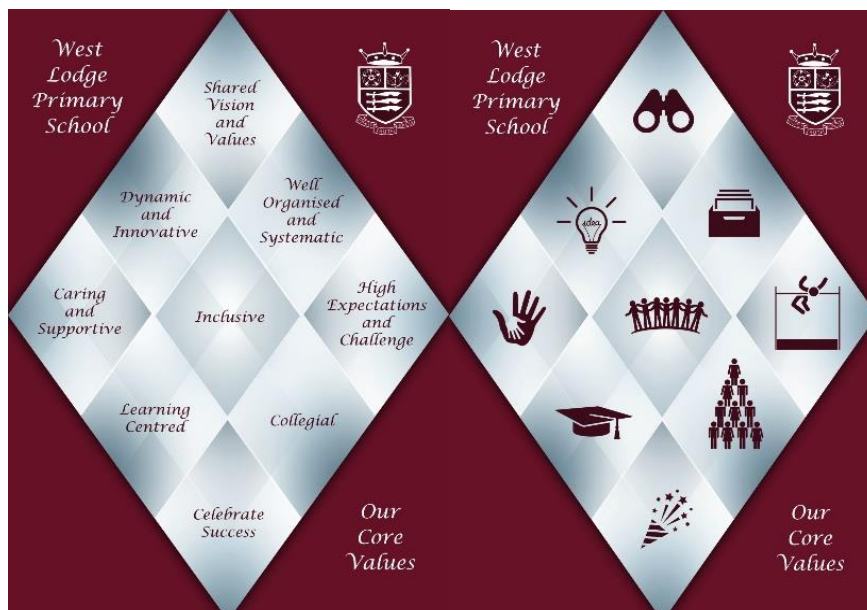
At West Lodge each child finds the spark within them. The light continues to grow igniting the spark in others creating ripples throughout the world. It all starts with understanding and acceptance....



Our belief is that all children should find their own unique special spark whilst at West Lodge, enabling them to develop and grow socially, emotionally and academically. Also, empowering each child to make a positive contribution to school life and life beyond school.

Values

West Lodge Primary School is a Rights Respecting School and this is the key principle which underpins the positive behaviour policy. Ensuring these rights are understood and respected by all is part of our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people in line with The Equality Act 2010.



Aims:

The purpose of The Bullying Prevention Policy is:

- To ensure the safety and emotional well-being of all children by creating a happy, secure and rich learning environment
- To enable children to develop self-esteem, respect for others, tolerance and compassion
- To develop a sense of right and wrong and the ability to accept responsibility as well as assert one's rights
- To be proactive in understanding issues which might provoke conflict and develop strategies to prevent bullying occurring
- To take immediate action when any incident of bullying occurs and for all children and their families to be confident that such incidents will be followed up and dealt with
- To ensure children feel confident in choosing their friendship groups without peer pressure

Bullying is anti-social and unacceptable behaviour and no individual has the right to bully another. At West Lodge we are committed to creating a safe environment where all children can learn, play and feel valued. Children are encouraged and supported to confide in others about their fears and anxieties, confident that any issues will be taken seriously.

West Lodge Primary School is a Rights Respecting School and this is the key principle which underpins the Bullying Prevention Policy. Ensuring these rights are understood and respected by all is part of our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships.

We recognise our duty under the Equality Act 2010 and have due regard to the need to ensure that children are free from bullying and harassment. This may include cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

The Bullying Prevention Policy should be considered alongside other relevant school policies, in particular, the Safeguarding Policy and Positive Behaviour Policy.

Definition:

Bullying is behaviour by an individual or group, targeted and repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation or disability. It might be motivated by actual differences between children, or perceived differences.

Bullying may take the form of:

Name calling

Teasing/taunting

Repeated racist, sexist or homophobic abuse

Threats

Pushing

Hitting, kicking or hurting in any way

Mocking

Gossiping

Excluding others from groups, games etc.

Isolating

Taking/hiding/damaging possessions

Spreading rumours

Sending nasty notes, emails or texts

Posting nasty comments on social media sites

Extorting money, sweets, etc.

These can be organised into 4 broad types of bullying: Physical Bullying; Verbal Bullying; Cyber Bullying; Prejudicial Bullying.

Physical Bullying: Includes hitting, pushing, kicking, slapping etc...

Verbal Bullying: Teasing, name calling, threatening

Cyber Bullying: There is an increased awareness of the impact of cyber bullying. This includes; email and internet chat misuse, mobile threats by text messages and calls and misuse of associated technology i.e. camera and video facilities.

Prejudicial Bullying: Includes singling a person out for their differences including: gender; race; sexual orientation; disability or culture. This incorporates: racism, sexual harassment and homophobia

Sexual violence and sexual harassment can occur between two children of any age and sex from primary through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. As set out in Part one of Keeping children safe in education (KCSIE), all staff working with children are advised to maintain an attitude of 'it could happen here'. At West Lodge we teach children about consent and respecting privacy in an age appropriate way.

All governors, staff and children are aware of and agree with what the school has identified and considers as bullying. All staff should be vigilant in recognising bullying behaviour by:

- Noting and acting upon child / parent/carer concerns
- Monitoring incidents
- Identifying patterns
- Listening to comments made when talking about bullying

When an incident of bullying is either observed or reported all children involved are questioned to find out:

- How often this has happened
- What kind of bullying behaviour has taken place
- Where the bullying has taken place
- Who has been bullying them
- Whom they have told about these experiences
- How they feel
- Whether they feel pupils and staff have taken action against bullying

Children who have been bullied will be given support and guidance on how to protect themselves by:

- Talking to staff and parents/carers
- Being reassured that they are being taken seriously
- Given advice and taught strategies on how to deal with possible further incidents
- Being monitored

All children are made aware of how strongly we disapprove of bullying behaviour and that if any incidents occur there will be sanctions imposed in line with the School's Positive Behaviour Policy. Children are made aware of the part they can play to prevent bullying. They are encouraged to:

- Respect each-others' rights and recognise their own responsibilities with regard to how they behave towards others
- Learn how to identify bullying behaviour (to differentiate between one off acts of unkindness and other more persistent or repeated acts) and ways of responding
- Share worries and concerns immediately with staff, parents and peers
- Tell an adult if they feel any incidents they witness are of a bullying nature
- Understand the role of a bystander and to know that by doing nothing they are condoning the bullying
- Use non-aggressive strategies to resolve difficulties

- Work and play together harmoniously
- Work with staff to resolve bullying situations and think about their own responses to difficult situations
- Follow the 'West Lodge Way' and adhere to class charters

Children who bully will also be given help to improve their behaviour because:

- They may not know their behaviour is wrong
- They are copying others they admire
- They haven't learned other better ways of playing and mixing with school friends
- They are going through a difficult time and are acting out aggressive feelings

Curriculum:

Strategies for the prevention of bullying will include the use of the curriculum. Our school has a strong ethos of inclusion; "caring and supportive" and "inclusive" are two of the core values of our "Diamond 9". An inclusive curriculum which includes bespoke PHSE lessons ensures all children have a strong personal identity, whilst understanding and respecting the identities of others. An inclusive curriculum, together with assemblies, also provides opportunities to explore issues of bullying. The school supports Anti-bullying week each year.

Clear guidance is given to children on how to report any concerns / worries related to bullying – see document – Bullying Prevention Presentation.

Roles and Responsibilities:

As stated in the school's Positive Behaviour Policy, promoting positive behaviour is the responsibility of all members of the school community. All staff lead by example and model good behaviour. When dealing with any incidents of bullying staff use rights respecting language and make reference to The West Lodge Way – Treat others as you yourself would like to be treated – incorporating the three school rules of: Ready, Respectful, Safe!

All incidents of bullying are dealt with consistently and each act taken in context. Incidents of bullying will be dealt with in the first instance by the class teacher. Year group leaders and other colleagues in the year group will also be made aware of any situations to ensure vigilance at all times. The Headteacher, Deputy Headteachers or a member of the Leadership Team will also be informed of any bullying issues and will be involved in dealing with escalating situations. Serious incidents of bullying will be recorded in the Incident Book.

Any issues arising during lunchtimes must be reported to the member of the Leadership Team or Year Group Leader who is on duty.

Peer Mediators (PALS) also work alongside staff during lunchtimes and talk to children about any issues they may have in the playground. PALS are encouraged to model rights respecting behaviour and language.

The Rights Respecting Steering Group: The Rights Respecting Steering Group's role is to help steer the school to becoming a fully rights respecting school. Members act as role models and ambassadors and model rights respecting behaviour. The Rights Respecting Steering Group works alongside focus groups to promote the values and principles of the Convention on the Rights of the Child (UNCRC). This helps to create a school environment where all children feel safe and respect each other's needs.

School Council: The purpose of School Council is to encourage mutual respect between members of the school community, to help develop strong values and attitudes to enable all children to feel that their views and opinions are important. Members of School Council and members of The Rights Respecting Steering Group carry out surveys and questionnaires to highlight any issues, including incidents of bullying which may be of concern in school.

Digital Leaders:

The role of the Digital Leaders is to support children across the school understanding e-safety issues and raising awareness about cyber-bullying.

Role of Parents/Carers:

All parents/carers are clear that we do not tolerate bullying and will take any complaint about bullying seriously and resolve any issues in a way that protects their child. We recognise that effective partnership with parents is vital in promoting positive behaviour and preventing bullying. We ask that they will:

- Embrace and endorse a rights respecting attitude with their children
- Support the school in its Bullying Prevention Policy
- Encourage children to discuss any worries they may have
- Communicate with the school any concerns or issues which may affect their child's behaviour or learning

Consequences:

All stakeholders are made fully aware that any form of bullying will not be tolerated at West Lodge Primary School and that any incidents of bullying will result in consequences for the perpetrator. Consequences are laid out in the school's Positive Behaviour Policy. The consequences of any bullying will reflect the seriousness of any incidents so that others see bullying is unacceptable. The victim of any bullying may be given an opportunity to meet with the child doing the bullying face to face in a safe and supervised setting to talk through the impact the bullying has had or is having on them. Restorative justice is designed to empower the victim and help perpetrators understand the human consequence of their behaviour.

Assessment and Recording:

Any serious or repeated incidents of bullying should be recorded on CPOMS. Details should include place and time of bullying, events preceding the incident and actions following the incident. The report should be signed and dated.

Monitoring and Reviewing:

Parents/carers are kept fully informed of any bullying incidents. All staff, parents/carers and governors are fully aware of the policy and where to seek advice and support. Effective staff training will be provided to ensure all staff are fully aware of any issues around bullying. The Bullying Policy will be reviewed annually to ensure it is implemented correctly and to reflect current developments, for example, the use of various technologies. Advice may be taken from other agencies where appropriate.

Conclusion:

All children at West Lodge Primary School have the right to feel safe and happy in a diverse environment which promotes a sensitive, caring and listening ethos. They are encouraged and supported to confide in adults about any bullying issues and are confident that these will be taken seriously and acted upon.

More information can be found in our Bullying Prevention presentation.

[Bullying Prevention Presentation](#)

Related Policy Documents:

Positive Behaviour Policy
Safeguarding Policy
Acceptable ICT Use Policy
Sexual Harassment and Sexual Violence Policy
West Lodge Bullying Prevention Presentation
Equality Act 2010