

Wilmslow Preparatory School Anti-Bullying Policy

Whole School Policy Including EYFS

Aims and objectives

At Wilmslow Preparatory School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour through our Behaviour and Discipline Policy, 'Courtesy' system, Golden Rules system, PHSCE Curriculum, Assemblies, Stories and Drama. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour and Discipline Policy
- WPS Complaints Procedure
- PHSCE Policy
- Safeguarding Policy
- ICT Policy

Throughout this policy due regard is paid to the 'Safe to Learn, embedding anti-bullying work in schools' document (DCSF 2007).

What is bullying? - the definition.

Bullying has been defined as involving –“persistent, deliberate, unprovoked, physical or psychological harm by a more powerful child or young person, against a weaker child or group.” *P Smith 'The Silent Nightmare- Bullying and Victimisation in School Peer Groups'*

“Bullying is a way of being cruel to another person. It can involve: name calling, making fun of someone in a nasty way, stealing or breaking someone's things, pushing someone or hitting them, frightening someone into doing things that they don't want to do.” *Rosemary Stones, 'Don't Pick on me.'*

Bullying can occur through several types of anti-social behaviour and may be physical or emotional. It may be or be directed towards; racial, religious, cultural, sexual/sexist, homophobic, special educational needs and disabilities and cyber (including social websites, mobile phones, text messages, photographs and e-mail).

Implementation of the Policy

From Kindergarten onwards, girls are encouraged in every aspect of their life in school, to show respect and consideration for others. They are rewarded and praised for behaviour which is courteous, helpful and caring in line with our School Behaviour and Discipline Policy.

At WPS we recognise that the word 'Bullying' may be open to misuse and each reported incident is considered carefully and dealt with sensitively, taking into consideration the age of the Pupils. We recognise that pupils may experience minor upsets as part of growing up and learning to build relationships. Behaviour such as name calling or breaking of friendships,

whilst unacceptable, may not be construed as bullying and will be dealt with in line with the general pastoral policies within School (e.g. Behaviour and Discipline Policy).

Persistent incidences of such behaviour, however, are more serious and can cause the victim emotional and psychological distress.

In the first instance, these incidences can be dealt with by the Form Teacher who should:–

- a) Support the victim by listening to her and taking her seriously. Take measures to increase her self esteem
- b) Talk to the perpetrator(s) and explain the effect their behaviour is having on the victim.
- c) Take measures to increase the self esteem of the perpetrator(s).
- d) Record the incidences briefly in their planning file.

Teachers should also, as part of their work within PSHCE, discuss relationships, expectations and bullying. They should teach children about bullying- what it is, why it is detrimental and where to go for help.

Notable incidences should be raised by the Form Teacher/Member of Staff at Staff briefings (Monday, Tuesday, Thursday, Friday) and/or Staff Meetings (Wednesday), to ensure that all staff are aware of the situation and a consistent approach to dealing with the situation may be agreed.

Information for pupils about Bullying (Appendix 1) is available from Staff and may be given to the pupil if the Headteacher/Deputy Headteacher or Form Teacher decides that it would be beneficial and helpful. For the younger readers it will be explained clearly by the Form Teacher.

If these measures fail, then the Headteacher or Deputy Head should be involved.

Their course of action (depending on the exact circumstances) may include the following –

1. Repeating measures taken by Form Teachers (above)
2. Involving the whole staff in the support of the victim, and the raising of the self esteem of both victim and perpetrator.
3. Ensuring that victim and perpetrator do not have to come together e.g. in ‘Speech/Drama Groups’ where the class is split, until the situation is resolved and each is able to deal with it.
4. Informing parents and discussing strategies which could be employed to deal with the bullying.
5. Recording all reports/incidences as fully as possible.

For Kg age group the course of action taken by the staff will be immediate and appropriate to their age.

Reviewed staff during Summer Term 2003
Updated and reviewed January 2007
Reviewed Autumn Term 2010
Reviewed and updated June 2011

Anti-Bullying

Help us make Wilmslow Preparatory School a safe caring school where everyone can learn in a happy atmosphere

What is bullying?

Actions which are:

deliberately hurtful

repeated often over a period of time

difficult for victims to defend themselves against

There are 3 main types:

Physical- hitting, kicking, taking or hiding belongings;

Verbal- name calling, insulting, making offensive remarks;

Indirect- spreading nasty stories about someone, exclusion from friendship groups, being a bystander.

What to do if you are being bullied or if you notice any bullying:

Talk to a friend, older pupil or adult. You can talk to

your House Captain /the Head Girl / one of the Form 6

Buddies /Teachers on duty / Form Teachers / Any adult.

What will happen?

The teacher will listen to you, the bully and any other pupils with information and make a note of the facts.

The teacher will then talk to your teacher, or the Deputy Head or Headteacher to discuss the next steps

Pupils will be encouraged (and supported) to find solutions

If bullying continues it could lead to:

A verbal warning / loss of Courtesies / Parents being informed / Suspension.