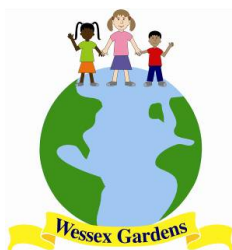


Wessex Gardens

Primary and Nursery School



Anti- Bullying Policy



2023 - 2024

At Wessex Gardens, we believe that every child has the right to feel safe and to be protected from any situation or practice that could result in them being harmed. Each child's welfare is of paramount importance and we are committed to safeguarding and promoting the welfare of all children in our care, and we expect all staff, governors, placements and volunteers to share this firm commitment.

Growing Together

Wessex Gardens Primary and Nursery School is a place where we grow kind, confident, resilient and independent lifelong learners in a trusting and honest environment. Here everyone is welcome and valued. We are motivated and supported to reach our full potential as we continue to aspire to excellence.

This policy was ratified by the governing body on 28th November 2023.

| | | |
|---------------------|---|--|
| Approved by: | Alexander Banks | Jill Summers |
| Designation: | Headteacher | Chairman of the Governing Body |
| Signed: |  |  |
| Review Date | September 2024 | |

Wessex Gardens Anti-Bullying Policy

AIMS:

- To make Wessex Gardens a 'bully-free zone'
- To give children the skills they need to confront and prevent bullying
- To support victims of bullying and their families

GENERAL APPROACH:

We believe that our whole-school policy on behaviour contributes to the prevention of bullying and enables potential 'victims' to develop confidence and assertiveness. We aim to create a climate of trust so that children feel secure in confiding to adults in the knowledge that they will be listened to.

Through assemblies, 'circle-time' and class teaching we teach children the skills they need to deal with bullies (eg to say, "Please stop doing that" calmly but assertively) and we ensure that they know how to secure adult intervention if they cannot solve the problem themselves.

Bullying is not a major problem in this school, but every child and adult knows that we thoroughly condemn it and are committed to taking seriously any incidents, which are reported to us.

DEFINITION:

The term, 'Bullying', refers to repeated acts of physical, verbal or psychological aggression by an individual or group against an individual or group. It may involve elements of intimidation, humiliation, exclusion, extortion or racial/sexual harassment. Bullies usually know what they are doing and that it is wrong. They often get satisfaction from building power over another, more vulnerable, person.

PROCEDURES FOR INVESTIGATION OF INCIDENTS:

1. All incidents of bullying should be reported to the headteacher who will inform parents as appropriate.
2. Staff will ascertain through discussion with those who observed the incident what happened and what was happening immediately preceding the incident.
3. The headteacher will talk with the 'victim' about what happened and how he/she feels about the incident. She will also continue to liaise with parents as appropriate.
4. The class teacher and the appropriate support staff will provide support for the victim and will monitor the case carefully. All staff will be made aware of the incident and who was involved.
5. The headteacher (or learning mentor/member of SMT) will talk with the bully/bullies and:
 - describe how the 'victim' feels
 - discover what the bully/bullies feel about the incident
 - Give the bully/bullies an opportunity to reflect on the effects of their actions on others
 - Ask the bully/bullies to come up with ways to change the situation so that they can put things right - these will be recorded in the incident report, filed in the main office. Where appropriate children will write their own version of their plan to improve the situation
 - If it is thought appropriate the victim and bully may be brought together for

discussion.

- The headteacher will inform parents of the incident and ensure that the 'Bullying Incident Report' is completed and filed in the headteacher's office.
- The bully/bullies' behaviour will be closely monitored for a week and then they will be brought back to the headteacher for a follow-up. If no more bullying behaviour has occurred praise will be given. If the bullying behaviour has continued sanctions will be used and the parents informed. The monitoring will continue until all parties are sure that the bullying has stopped. Outcomes of monitoring will be recorded in the incident report. The Incident Report sheet is appended to this policy.
- Where sanctions prove ineffective advice will be sought through other agencies and where appropriate, other agencies will be brought in to give support
- In a case where bullying cannot be stopped exclusion will be the ultimate sanction

Wessex Gardens Primary and Nursery School
Bullying Incident Report Sheet

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|---|
| Date: |
| Incident description |
| 1st follow-up after two days: |
| Date: |
| 2nd follow-up after 1 week: |
| Date: |
| 3rd follow-up after 2 weeks: |
| Date: |
| Any further action? |