

WEXHAM COURT PRIMARY SCHOOL

Anti-Bullying Policy

2024- 2027



Date Approved: Summer 2024

Date for Review: Summer 2027

Approved By: Head Teacher

WEXHAM COURT PRIMARY SCHOOL

NAME OF POLICY

Preparing every child to become a successful individual in an ever evolving world.

Build belonging

Strive for excellence

Do the right thing

EQUALITY STATEMENT

At Wexham Court Primary School we are proud of the diversity of our students and staff and are committed to promoting a positive and inclusive culture in which all are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, beliefs, sex or sexual orientation. We acknowledge that we are all influenced by implicit bias, or the stereotypes that unconsciously affect our decisions and that this can negatively impact traditionally marginalised and disenfranchised students. In all areas of our school, we strive to understand and appreciate all aspects of diversity, equality and inclusion and proactively adapt our school policies and procedures accordingly.

Written by Wexham Court staff and pupils

1. Introduction and legislation

At Wexham Court Primary School, we are aware that pupils may be bullied in any school setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

- In line with the Equality Act 2010, it is essential that our school: eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

At Wexham Court, we have three rules: be ready, be respectful and be safe. Bullying is a serious breach of our rules and we are committed to safeguarding and promoting the welfare of children. This policy is linked to our behaviour policy

2. What is bullying?

At Wexham Court Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;

- Bullying usually happens when the relationship is imbalanced – this could involve perpetrators of bullying having control over the relationship, which makes it difficult for those they bully to defend themselves.
- It could be prejudice-based or discriminatory.

3. Types of Bullying

3.1 Cyber bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside of school. Cyber bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience and more accessories as people forward on content. Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard. Wexham Court Primary recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real. We will treat any use of AI to bully pupils in line with our Behaviour policy.

3.2 Racist bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status.

3.3 Homophobic, Biphobic and Transphobic bullying

This occurs when bullying is motivated by prejudice against lesbian, gay, bisexual or transsexual people. This may also occur when bullying is motivated by gender identity or sexual orientation.

3.4 Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children who have caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals

- Children for whom English is an additional language
- Children who are perceived to be gay, lesbian, bisexual or transexual
- Those suffering from health problems, including mental health.
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4. Signs of bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

5. Preventing bullying

Children at Wexham Court Primary School are encouraged to develop a family approach to their peers. They are taught to foster friendships and understand the consequences of the words they say and the actions they take. They reflect on the decisions they and they alone made by partaking or in bullying. Through the curriculum and assemblies as well as dedicated events or projects. Our behaviour strategy works in partnership with this policy. Our rules (be ready, be respectful and be safe) are consistently enforced to ensure a purposeful, calm environment. Adults at Wexham Court accept that bullying exists, as a result they have regular training as a part of the school's safeguarding and behaviour CPD.

This policy is shared on our school website to ensure that parents are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied.

E-Safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-Safety workshops are held to raise parents' awareness of cyber bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

6. Responding to Bullying

When an allegation of bullying arises, the adult will reassure the child and make notes before passing the details on to the child's year leader.

The year leader will investigate by speaking to all named parties and potential witnesses before reporting their findings to a member of the senior team, who will decide whether the actions constitute bullying and what the next course of action will be.

Support for pupils who are bullied, this can include:

- a quiet word from a teacher that knows the pupil well,
- asking the pastoral team to provide support and
- providing formal counselling, engaging with parents.
- Restorative practice
- Monitoring of the situation

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying. Staff should:

- Listen to the child
- Take them seriously
- Show empathy Let the child know it is not their fault
- Avoid stereotypes
- Reassure them they were right to tell you
- Follow our procedures for reporting concerns

7. Discipline and tackling underlying issues of bullying

Disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the children may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves. The behaviour policy sets out the sanctions that can be applied and the ultimate sanction may be permanent exclusion.

This policy should be read in conjunction with our Behaviour Policy

8. Record keeping and monitoring

All bullying incidents are recorded in the class behaviour log and the pattern of incidents are consistently monitored by the class teacher and Head of Year. This is further monitored by the DSL who looks for patterns or trends. The designated safeguarding lead (DSL) will keep a log of

any bullying incidents and will follow them up adhering to the correct protocol. Children will be supported in writing pupil point of view forms to ensure that each child has the opportunity to be heard. Once the incidents have been investigated by senior staff. Parents will be contacted with a plan of how we will move forward to resolve the issue. The children involved will be supported through restorative reflections and conversations.

Staff will also use CPOMS to record and monitor any incidents where there may be a safeguarding concern. CPOMS is an online system for monitoring Safeguarding, wellbeing, and all pastoral issues. Every effort is made to ensure that there is effective communication between home and school. Our mutual expectations are made clear in our Home School Agreement. In addition, we report to the Governors termly on behaviour.

This is a true version signed by

Miss N Mehat Headteacher

Signed:

Date:

Review date: Summer 2027

