



WILLIAM DAVIS PRIMARY SCHOOL

ANTI BULLYING POLICY

October 2019

William Davis is a Restorative School and believes that high quality relationships are essential for best practice Teaching and Learning. William Davis School believes that bullying is damaging and is unacceptable at any level. All members of the school must be vigilant and rigorous in ensuring that this behaviour is identified and challenged.

AIMS

The purpose of the anti-bullying policy is to:

- define types of behaviour that can be described as bullying
- outline strategies for preventing bullying and helping the victim and bully
- provide guidance for dealing with incidents of bullying

What is bullying?

Bullying is behaviour that intimidates or lowers another person's self esteem.

There are many definitions of bullying but most consider it to be:

- deliberately hurtful, causing pain and distress
- repeated over a period of time
- intimidating, difficult for victims to defend themselves

Bullying can take many forms, four main types are:

- **physical** - hitting, kicking, pushing, slapping, pinching, snatching or taking property, inappropriate / uninvited touching
- **verbal** - name-calling, teasing, insulting, making offensive or threatening remarks
- **indirect** - spreading hurtful or personal stories about someone, exclusion from social groups, ignoring, deliberate use of unacceptable body language or non-verbal 'comments' (e.g.. giving dirty looks)intimidation
- **online or cyber bullying**- using the web, social media, mobile phones or any other technology to threaten, tease or embarrass another person

William Davis Primary School, Wood Close, Cheshire St, London E2 6ET - 020 7739 1511

Email: admin@williamdavis.towerhamlets.sch.uk



Effects of bullying on a person:

- Bullying can lead to loss of self esteem, confidence, depression, loss of academic success, or other physical or emotional symptoms.

Situations which may lead to bullying:

- peer pressure
- difference in race (ethnic origin, nationality or colour)
- difference in gender
- difference in gender identity
- difference in sexual orientation
- difference in religion or belief
- a child with SEND
- a new child in school
- a child with a family crisis
- difference in ability
- difference of any kind e.g. age, size, wearing glasses

Factors that may lead to someone bullying:

- they have been a victim of bullying
- the enjoyment of power and creating fear
- copying behaviour seen at home, school, on TV or in neighbourhood
- a person with low self-esteem and insecurity
- peer pressure, wanting to be one of the gang

Role of the school

Through the curriculum provide opportunities to:

- raise awareness of bullying and the anti-bullying policy
- increase the understanding of both victims and bullies
- establish an anti-bullying ethos
- teach pupils how to constructively manage their relationships
- teach pupils when to seek adult intervention



Provide strategies for preventing bullying by:

- encouraging children to work co-operatively
- addressing bullying issues in circle time, assemblies and PHSE
- induction for new pupils
- developing a 'listening' ethos
- ensuring parents/ carers have opportunity to and feel comfortable communicating with school staff
- staff training
- providing good role models
- regular communications between lunchtime staff and teaching team
- understanding that all members of the school community could be vulnerable to bullying at sometime in their lives
- recording incidents of bullying, the context and persons involved
- reviewing the procedures in place on at least an annual basis

When responding to incidents of bullying staff will listen to children and parents and respond in the following ways:

- talk to all children involved to establish facts without making assumptions inform the Deputy Head or Head Teacher immediately of any bullying incidents
- discuss incidents with parents of all children concerned
- use the Restorative Framework to heal relationships and problem solve solutions if appropriate
- follow up incidents and monitor to make sure bullying has not continued
- record bullying incidents as a Stage 3 behaviour report serious incidents of bullying (e.g. prejudice-related) to the Governors and to Tower Hamlets
- apply appropriate sanctions (exclusion from trips, internal exclusion, fixed term exclusion); for continuous bullying, a child or children **may be excluded**

Monitoring and Evaluation

- the policy will be reviewed annually by school staff
- governors will be informed termly on behaviour issues
- termly monitoring of school data on behaviour by SMT
- monitoring of children's views through circle time, mentoring, informal discussions and surveys by staff

Role of the parents:

William Davis Primary School, Wood Close, Cheshire St, London E2 6ET - 020 7739 1511

Email: admin@williamdavis.towerhamlets.sch.uk



- encourage parents to have good communication with their child regularly discussing relationships in and out of school, and online
- contact the school immediately if they are aware or worried about an incident that may be bullying
- encourage their child to talk to someone if they suspect they are worried about bullying
- talk to a member of staff if they are worried about bullying, do not approach the bully or their family
- take seriously what their child is saying
- talk through the next step with their child

Adults (staff and parents) should not condone bullying by saying things like:

- you must have done something to deserve it
- go and hit him/her back
- it will sort itself out
- don't tell tales

Role of the children:

- make sure you understand what bullying is and what cyberbullying is
- don't put up with being bullied
- do talk to an adult at home or school if you are being bullied
- do take a friend with you if you are scared to tell an adult alone
- do tell if you see someone being bullied
- don't ignore bullying, it won't go away

Success Criteria:

- children feel safe in school and feel able to seek adult intervention
- monitoring of bullying incidents takes place by staff and the SMT
- circle time and PSHE scheme are in place in all classes to address and prevent issues
- Informal/ formal discussions take place when needed with pupils and parents
- behaviour plans are put in place as a result of identifying and recording incidents involving the same child or same group of children as bully/ies
- bullying incidents are reported appropriately

National and Local Support agencies

All phone numbers and addresses can be found in the office or online.

- NSPCC

William Davis Primary School, Wood Close, Cheshire St, London E2 6ET - 020 7739 1511

Email: admin@williamdavis.towerhamlets.sch.uk

William Davis Primary School

To be the best you can be



- Childline
- Kidscape
- Parentline Plus

Reviewed October 2019



Davis Primary School, Wood Close, Cheshire St, London E2 6ET - 020 7739 1511

Email: admin@williamdavis.towerhamlets.s

October 2019

Volunteer Readers

Could you regularly spare time to listen to readers? Please see Annika or Siobhan

Website

Our website is being redesigned. We apologise for the delay with providing up to date information. The new site should be on line next week