



Winbury School
Bray, Berkshire

Anti-Bullying Policy

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Aims and Objectives

Bullying is wrong and damages individual children. At Winbury, we therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where everyone can learn without anxiety.

Our policy aims to produce a consistent school response to any bullying incidents that may occur and we put the interests of the children above all other issues.

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.

The role of the Class Teacher

Class Teachers at Winbury take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If Class Teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. They spend time talking to the child who has bullied and explain why the action of the child was wrong. At Winbury, we endeavour to help the child change their behaviour in future. It is of paramount importance that staff fully support the victim by listening genuinely to their concerns and taking their feelings seriously; at the same time giving them the tools which will equip them to best deal with the situations that may occur. This helps children to resolve disparity in school and accept each others' differences so that they can move forward as friends. If a child is repeatedly involved in bullying other children, we inform the Head Teacher and the Inclusion Officer. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of the Management and the Head Teacher

The Management is included in supporting the Head Teacher in all attempts to eliminate bullying from Winbury School. This policy statement makes it very clear that the Management does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Head Teacher keeps accurate records of any incidents of bullying.

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the Management about the effectiveness of the anti-bullying policy and strategies on request.

The Head Teacher ensures that all staff and children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher ensures that the Class Teacher draws the attention of children to this fact at suitable moments and regular intervals. For example, Circle Time, PSHE, PSED, and, if appropriate, the Head Teacher may decide to use Assembly as a forum in which to discuss with all the children why this kind of behaviour is wrong and the effect that their actions may have on the feelings of others.

The Head Teacher sets our school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

All aspects of this policy are supported by the PHSE programme and assemblies.

The role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's Class Teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school, working with staff and children to resolve issues and show them helpful and positive strategies to overcome their difficulties and respect each others' strengths and differences.

Monitoring and Review

Strategies are monitored on a day-to-day basis by the Head Teacher, who reports to the Management about the effectiveness of the policy on request.

This policy is reviewed annually.

Paula Prewett, Head Teacher

Dated: 17 November 2010