

## WALTHAMSTOW MONTESSORI SCHOOL

# ANTI-BULLYING POLICY

Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported. There is no place for bullying in our school. No one should have to 'suffer in silence'.

Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity and ensuring the safety and well-being of all members of our school community.

At WMS we promote good behaviour and respect for others, tackle all forms of bullying and prevent them from occurring through effective measures which will safeguard the well-being of our pupils and staff as well as playing their part in creating a society in which we all treat each other with dignity and respect.

We use an Anti-Bullying Charter throughout the school to promote all issues relating to bullying along with effective inclusion of bullying in curriculum subjects.

### WHAT IS BULLYING?

The government defines bullying as:

*Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.*

We will involve our whole school community in agreeing the definition of bullying. By doing so we will stand a greater chance of success in our strategies to tackle bullying. In addition, it will make our definition child-friendly and accessible.

Bullying includes: name calling; taunting;mocking;making offensive comments;kicking;hitting;pushing;taking belongings;inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours.

All forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using cyber-bullying methods.

### **IDENTIFYING BULLYING**

#### **Types of bullying:**

Pupils are bullied for a variety of reasons – and for no reason. Specific types of bullying include: bullying related to race, religion or culture; bullying related to special educational needs or disabilities (SEND); bullying related to appearance or health conditions; bullying related to sexual orientation; bullying of young carers or looked-after children or to home circumstances; sexist or sexual bullying.

#### **Signs of bullying:**

Pupils being bullied may demonstrate emotional and behavioural problems, physical problems such as headaches and stomach pains, or signs of depression.

Early identification of bullying of pupils at risk is vital. At WMS we work very closely with and know our children extremely well, we look for signs of bullying throughout every school day.

### **ANTI-BULLYING STRATEGIES WE WILL USE:**

- To react to bullying incidents in a prompt reasonable and consistent way.
- To Prevent and stop any harmful behaviour
- To safeguard children who have experienced bullying
- To apply disciplinary sanctions
- To have an effective school leadership that promotes and open and honest anti-bullying ethos.

- Effective use of curriculum opportunities (ie, PSHE, Citizenship, through creative arts and role play)
- Through posters and display promoting anti-bullying
- Taking part in anti-bullying week in November
- Involving the children in developing the school anti-bullying policy and promoting open and honest reporting of bullying.

## **DISCIPLINARY SANCTIONS**

These are used for 3 main reasons:

- To impress on the perpetrator that what he/she has done is unacceptable.
- To deter them from doing it again.
- To signal to other pupils that the behaviour is unacceptable and deter them from doing it.

The sanctions are used to hold pupils who bully to account for their behaviour, to see the harm it causes and to provide an opportunity to put right the harm caused.

### **Sanctions used at WMS will include:**

Verbal warnings; loss of house points; loss of activity or playtime; losing the right to go on a school trip; involvement of parents; writing a statement of apology; being sent home; exclusion from school.

Pupils who engage in bullying behaviour will be taught how to behave in ways which do not cause their harm in the future, through emotional skills and knowledge. They will learn how to take steps to repair the harm they have caused.

**BULLYING IS A WHOLE SCHOOL ISSUE, BULLYING OF ANY MEMBER OF WMS WILL BE TAKEN SERIOUSLY AND DEALT WITH EFFECTIVELY.**

## **REWARDS**

At WMS we will reward Anti-bullying behaviour by celebrating examples of anti-bullying work. Our cup of Kindness is awarded annually to a child who excels in this area.

## **REPORTING OF BULLYING**

At WMS all pupils can report any incidents of bullying to any member of school staff at any time in confidence. In person, by letter or note, by phone or by email.

We will record all incidents of bullying and the type of bullying. This will enable us to manage the reduction of bullying effectively.

## THE ROLE OF WMS STAFF IN MANAGING THIS POLICY

We will publicise the measures in this policy throughout the school community.

We will provide the clear message that bullying in any forms is not tolerated.

All staff must apply sanctions fully and lawfully.

Pupils will be told:

How to report bullying

Helped to deal with bullying

Helped to feel safe again

Helped to rebuild confidence

How to get support from others

About the clear roles they can take in preventing bullying

We will continue to develop good practice through review of this policy every year and through staff training and professional development.

We will work with outside agencies to support our work.

All staff to be aware of the importance of modelling positive relationships.

## WMS WILL WORK WITH PARENTS:

To provide a clear message that we do not tolerate bullying.

To ensure that parents know the procedures to use if they need to report any concerns they have about their child being bullied.

To ensure that parents feel confident that the school will take any complaint about bullying seriously and investigate and resolve as necessary.

To encourage parents to compliment the school on anti-bullying work.

## PREVENTION OF BULLYING

WMS will prevent incidences of bullying by:

- Promoting good behaviour
- Rewarding anti-bullying behaviour
- By reacting to bullying promptly, reasonably and consistently
- By safeguarding and supporting victims of bullying
- Teaching good anti-bullying practice through the curriculum
- Applying clear sanctions to bullying

- Effective leadership and management
- Good staff training and awareness
- Taking part in anti-bullying week each year
- Promoting good behaviour and anti-bullying behaviour through whole school assemblies.
- Providing pupils with a confidential way in which to report bullying
- Staff are also trained in this

(A signed policy is available upon request)

This policy was adopted on dated: **01.05.2017**

Signed (Principal):

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Signed (Senior member of school staff):

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Signed (Parent Representative):

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Date of signage: 1/5/18

Date to be Reviewed: **1/5/2019**