



WETHERBY PEMBRIDGE
MINORS

Wetherby Pembridge Minors

Anti-bullying Policy

Policy reviewed by Sam Edwards
Review date: July 2024
Submission: July 2024
Policy actioned from: September 2024
Next review date: July 2025

Reviewer's Signature: 

Headteacher's Signature: 

This policy has been adopted by the governors, is addressed to all members of staff and volunteers, is available to parents on request. It applies wherever staff or volunteers are working with pupils, including when this involves being away from the school: for example, on an educational visit.

Purpose of the policy

We want every member of Wetherby Pembridge Minors to feel valued and respected. Children learn positive, considerate behaviour when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations and boundaries in place. During their time with us, we support children's personal, social and emotional development, enabling them to develop their understanding of the views, feelings, needs and rights of others.

For children under five, hurtful behaviour tends to be momentary and often without cognisance of the feelings of the person whom they have hurt, therefore 'bullying' at this stage is unlikely to occur. Nonetheless, Wetherby Pembridge Minors Notting Hill seeks to have effective procedures for dealing with bullying and demonstrate that concerns raised by children or parents will be taken seriously.

This policy should be read in conjunction with our Self Regulation and Positive Behaviour Policy.

Definition of bullying:

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

(Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE, July 2017, p. 8)

Bullying is defined as behaviour which is: -

- Being deliberately hurtful to others.
- Repeated over time.

This includes bullying of a racist, sexist, ableist and anti-LGBT+ nature.

This includes cyber-bullying e.g. via mobile phones, text messaging, websites, photographs and email.

Objectives

- To prevent bullying.
- To reassure children that we will listen to their concerns
- To ensure that children know that they must always tell an adult if someone does something that they do not like or which hurts them.
- To take appropriate action in the event of bullying, supporting all relevant parties in a developmentally appropriate way, informed by correct early years practice.

Aims

- To foster a positive caring atmosphere.
- To ensure a high level of staff awareness.
- To talk openly about behavior and emotions with the children so that they can understand how their behavior impacts upon those around them.

Children are asked to

- Say "stop it, I don't like it" if someone does something they don't like.
- Always tell an adult if someone's behaviour is hurtful to them.

Parents are asked to

- Tell their child's teacher if their children are telling them about hurtful behaviour in school.

If children hurt other children the school

- Having ascertained the full facts, staff will record the incident and report to the Head.
- Inform the parents of every child involved in the incident.
- Staff will speak to the child who did the hurting and help them to understand the impact of their behavior, and the reasoning behind why the behavior isn't acceptable. They will help them to take measures to put things right.
- Staff will try to ascertain any triggers or precursors to the hurting behavior so that these can be avoided where possible, and the child can be supported to make better choices in scenarios they find difficult.
- Staff will teach and model the way the child should behave so that, if a similar circumstance arises again, the child is aware of more appropriate responses
- Monitor the situation carefully to prevent it happening again.
- Train staff in anti-bullying strategies via in-service training such as teacher days/staff meetings & LA courses.
- Involve parents by :-
 - Sharing information in evaluating the problem.
 - Working together, using positive behaviour programmes where helpful, to support the child.