

# Widford Lodge

PREPARATORY SCHOOL



## **Anti-bullying Policy**

**Reviewed January 2012**  
**Next Review January 2013**

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***Anti-Bullying Policy***  
***Widford Lodge School***

We will not tolerate anti-social behaviour or bullying at Widford Lodge School. We treat bullying as a serious offence and take every measure to eradicate it. We are committed to providing a caring, friendly atmosphere and safe environment for all our pupils so that they can learn in a secure and supportive environment.

It is recognised that bullying in all its forms can take place in all schools. However, it is believed that bullying is rare at Widford Lodge and that the staff is committed to identifying any that occurs as quickly as possible in order to take the necessary steps to eliminate it.

### **Definition of Bullying**

The Department for Children, School and Families defines bullying as:  
*'Behaviour by an individual group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. Bullying can take many forms from teasing and spreading rumours to pushing someone around with people's belongings, gossiping, excluding people from groups and threatening others'.*

- *Bullying is the wilful, conscious desire on the part of an individual or group to hurt, threaten or frighten someone through sustained and ongoing intimidation.*
- *Bullying can be physical, verbal or emotional.*
- *Examples of physical bullying may include fighting, damaging or hiding someone else's belongings or clothes, or setting up someone else to get the blame for a breach of school rules. Examples of Psychological bullying may include: excluding someone from a group, activity or place; aggressive name-calling; unpleasant e-mails or telephone calls; unpleasant material placed on websites. Other definitions of bullying include racial, homophobic, religious,*

*cultural, negative remarks about appearance, nationality, gender, disability or sexual/sexist bullying.*

- *A new form of bullying has recently emerged- Cyber bullying. Cyber bullying is the use of information and communications technology (ICT), particularly mobile phones and the Internet, deliberately to upset someone else. (see Cyber bullying: safe to learn; embedding anti bullying work in schools, DCSF 00656-2007, guidance issued by the Department for Children Schools and Families)).*
- *Children are not allowed any unsupervised access to computers or mobile phones in school.*

### ***School objectives***

The School understands the seriousness of bullying in causing psychological damage and even suicide (although bullying is not a criminal offence, there are criminal laws which apply to harassment and threatening behaviour)

- Bullying will not be tolerated;
- Prevention is better than cure;
- All staff, pupils and parents should have an understanding of behaviour that can be described as bullying;
- Clear procedures for reporting and responding to bullying should be understood by staff, pupils and parents.

### ***We recognise that bullying can take many forms:***

- Physical abuse;
- Verbal abuse;
- Theft or loss of property;
- Repeated personal criticism or sarcasm;
- Taunting or excluding the victim from group membership through concerted social ostracism;
- Cyber and multi-media bullying.

### ***Prevention strategies***

The school promotes good citizenship and respect for everyone within its community in the following ways:

- The school recognises and rewards evidence of respect and kindness within the school community e.g. Politeness and Courtesy Cup, Wenley Cup and 'Special Mentions' etc;
- The school uses curriculum activities such as PHSE or Circle Time to help children to understand the issues surrounding bullying;
- Whole school assemblies at Widford regularly explore issues concerning respect for others;

- The school will use opportunities during the year e.g. Anti-Bullying Week to promote a supportive environment;
- The school community is organised in such a way as to minimise opportunities for bullying;
- The staff will not use any teaching materials or equipment which might give bad or negative view of any group because of their ethnic origin, gender, special needs etc;
- Staff will receive appropriate training to raise their awareness of the issue of bullying so that they are better equipped to take action to reduce the risk of bullying at times and in places where it is most likely.

### ***Reaction to cases of suspected bullying***

Teachers in our school take all forms of bullying seriously and are aware of the school policy, through training of how to intervene to prevent incidents from taking place. We will deal quickly, firmly and fairly with any complaints about bullying. All reported incidents are logged in the school 'Incidents Book'. If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, after consultation with the Headmaster, the Teacher informs the child's parents.

Help, support and counselling will be given as appropriate to both the victims and the bullies.

We ***support*** the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their form teacher or another teacher of their choice;
- Informing the victims parents;
- By offering continuing support when they feel they need it;
- Arranging for them to be escorted to and from the school premises;
- By taking one of more of the seven disciplinary steps described below to prevent more bullying.

We ***discipline*** and ***council*** the bullies in the following ways

### ***Disciplinary steps (applied along side the school's Behaviour Policy)***

- The bully/bullies will be warned officially to stop offending;
- The bully/bullies parents will be informed of their behaviour;
- They may be excluded from particular areas of the school or from the school premises at break/lunchtimes/after school activities;
- If they do not stop bullying they will be suspended fro a minor fixed period (one or two days);
- If they continue to bully they will be suspended for a major fixed period (up to five days);
- If they continue to bully they will be expelled.

### ***Counselling***

- By talking about what happened, to discover why they got involved;

- By working with the bully/bullies to encourage them to develop a more mature and respectful attitude towards others in the future;
- To help them learn how they can take steps to repair the damage the harm they have caused.

***Advice to children at Widford who consider they are being bullied***

- Tell yourself that you do not deserve to be bullied and that it is wrong;
- Be proud of who you are. It is good to be individual;
- Try not to show that you are upset. It is hard, but a bully thrives on fear;
- Stay with a group of friends/people. There is safety in numbers;
- Be assertive. Walk confidently away;
- Go straight to a teacher or member of staff and tell them what is happening to you. You will get immediate support. The teachers will take you seriously and will deal with the bullies in a way which will end they bullying;
- Fighting back may make things worse.

***Advice to children who witness bullying at Widford***

- Take action. Watching and doing nothing can look as if you are on the side of the bully. It makes the victim feel more unhappy and alone;
- If you feel you cannot help on your own, tell a member of staff
- Do not, or pretend to be, friends with the bully.

***Advice to parents of children who may be being bullied***

- Look for unusual behaviour in your child;
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent time with and what they did at break times;
- If you feel you child may have been a victim of bullying, inform your child's form teacher immediately. Your complaint will be taken seriously;
- It is important that you advise your child not to fight back. It can make matters worse;
- Tell your child that it is not their fault if they are bullied, there is nothing wrong wit them;
- Make sure your child is fully aware of the school policy on bullying.

This policy was first drafted in the summer of 2002 and was presented to staff, parents and pupils for discussion in October 2002

***Review:***

This policy will be reviewed every year and or whenever there is a serious incident of bullying

Signed: .....Date.....

