



The  
Westminster  
School



# Anti- Bullying Policy 2015/2016

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|--------------------------------|--------------------------|
| Approved by Governing Body on: | 10/07/14                 |
| Signed by Chair of Governors:  | <i>B Gough</i>           |
| Head Teacher:                  | C A Hill B.E.d..N.P.Q.H. |
| Lead Personnel:                | B Taylor                 |
| Date of Review:                |                          |

## Anti-Bullying Policy

The Westminster School believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help is regarded as a sign of strength and not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to feel 'safe, happy and learning'.
- All of us have a responsibility to ensure we do not abuse or bully others.

The school recognises that bullying is a serious issue. Everyone in school has the right to be treated with respect. We recognise the damage it can cause to the education of the victim, the perpetrator and the pupil body as a whole. We are committed to challenging the assumption that bullying is inevitable.

### Definition of bullying

Through the consultation process The Westminster School's understanding of bullying is as follows:

“Behaviour by an individual or group, usually repeatedly over time, that intentionally hurts another individual or group either physically or emotionally.”

To help pupils differentiate bullying use the STOP acronym:

Several  
Times  
On  
Purpose

### Strategies to Combat Bullying

There is a whole school approach to the treatment of bullying in which:

- we promote an atmosphere in which “it’s O.K. to tell”
- every known incident is reported and dealt with according to our behaviour policy
- we identify the causes of bullying and attempt to eliminate them
- we support both the victim and the bully **BUT...**
- we aim to change the bully’s behaviour
- we involve parents/carers of both parties

All staff should:

- be alert to signs of bullying
- intervene if bullying is suspected, however trivial it may seem
- be prepared to listen to reports of bullying
- take action on name calling etc
- record and report any incident of bullying according to the School Behaviour Policy.
- Encourage victims to be open.

The subject of bullying is to be regularly covered in PSHEE, Citizenship and assemblies.

Individual Education Plans (IEPs) and Individual Learning Plans (ILPs) also include pastoral targets for personal developments.

## **Procedures to follow**

1. There is an effective behaviour procedure which records all incidents and provides the structure for dealing with them.
2. Parents/Carers are kept informed and involved should an incident occur concerning their child.
3. The problem of bullying is addressed through the Personal Health, Social and Economic Education (PSHEE), and Citizenship curriculum. Pupils are taught how to recognise and deal with bullying behaviour.
4. The Sleuth system should be used to collate data/trends of bullying in order to combat different aspects of bullying.
5. All cases of bullying are to be treated seriously and fully. They should be recorded and documented thoroughly through the Sleuth system. Parents/Carers of both and victim should, as a rule, be informed and involved.

## **Review of Policy**

In line with all policies, the policy will be reviewed every year. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience.