



The  
Westminster  
School



**Anti-Bullying  
Policy  
Summary  
2018-2019  
(English)**

# **Anti-Bullying Policy (to be used in conjunction with the School Behaviour 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 Together'.
- All of us have a responsibility to ensure we do not abuse or bully others.
- That all parties are supported appropriately

The Westminster School takes Bullying extremely seriously

## **Aims of this policy**

- To ensure that the environment reflects the School vision that all will be Safe, Happy and Learning Together
- To create a culture where people feel they can tell others about bullying and trust that it will be acted upon swiftly
- That all members of the School community understand the process of dealing with all types of bullying

## **Definition of bullying**

When students were asked what bullying was they said:

Name calling

Swearing directly at others

Verbal abuse

Silly names

Cyber bullying

Making people feel small and worthless

Intimidation

Physical

Students also felt that bullying would lead people to feel:

Sad

Upset

Embarrassed

Frightened

## **Parents and Carers**

When we consulted with parents in March 2018 about this policy they recognised that the most important thing was to educate students that bullying is not acceptable. They also felt that bullying is predominantly something that happens over a period of time but recognised that due to the needs of some students it may only have to happen once to have a lasting impact.

Parents felt that communication was essential and accepted that they had a responsibility to support their child with any issues with bullying. Parents were also given a copy of the SHaLT curriculum and the topics addressed and were happy that bullying was being addressed accordingly.

## **Types of Bullying**

The following are types of bullying that could happen. These are explored in more detail in our full policy.

*Cyber Bullying*

*Homophobic Bullying*

*Racism*

*Physical Bullying*

*Verbal Bullying*

*Relational Aggression*

*Sexual Bullying*

## **Strategies to Address Bullying**

To help pupils differentiate bullying we use the STOP acronym:

Several

Times

On

Purpose

The school's approach to the treatment of bullying is:

- we promote an atmosphere in which "it's OK to tell"
- every known incident is reported and dealt with according to our behaviour policy (refer to Sleuth reporting system)
- 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 and intervene - Including Low Level disruption. This should not be ignored or seen as 'banter' or 'horseplay' as this can be the early signs of something that could become more serious
- be prepared to listen to reports of bullying
- take action on name calling etc
- In line with the School LGBT agenda do not tolerate any name calling associated to gender or sexuality (for example 'gay' or 'homo')
- record and report any incident of bullying according to the School Behaviour Policy - See Sleuth Reporting Flow Chart - Appendix (Behaviour Policy)
- Encourage victims to be open.
- Keep lines of communication clear (for example form tutors should inform SLT phase leader of persistent bullying)

### **Key Workers**

If there is evidence of bullying occurring the school will allocate a key worker for these students. This will include regular catch ups with students.

### **Solution Circles**

These are when groups of staff come together to discuss the issues and possible ways forward to address bullying issues

### **Supporting Students Report Incidents of Bullying who have Communication Difficulties**

We recognise that some students may not have a voice so we have developed resources (i.e. visuals) to help them feel comfortable to report an incident

### **Recording Bullying Incidents in School**

Staff use the school sleuth system to report bullying and the relevant staff are informed and actions occur following this reporting. Incidents of bullying are also reported to the governing body

### **Bullying in the Curriculum**

Bullying is addressed in the curriculum and examples of topics covered are:

E Safety (termly)

Mexican Day of the Dead  
Black History Month  
A Worry Shared  
Anti-Bullying Week  
It's OK to be different  
LGBT

Bullying is also addressed in:

Assemblies  
SHaLT Time (form)  
Group workshops (i.e. Krunch)  
In line with behaviour recovery (i.e. calming zones)

### **Alternative Provision**

For students who may attend alternative provision who feel they are being bullied there is a support system in place for them with key staff responsible below.

Form Tutor

B Taylor (Assistant Headteacher 14-19)

J Gardener (Work Related Learning)

Alternative Provision will NOT be used as a result of a student bullying others, alternative provision is used to support a students engagement and careers aspirations.

### **Procedures to follow**

Through liaison with parents and staff it was agreed that it would be beneficial to devise a flow chart to outline the procedures when a bullying concern may arise.

An incident of bullying has occurred in the classroom or around School



Incident is reported on Sleuth to student form tutor



Form tutor monitors situation and talks to students if appropriate



If 5 incidents are reported on Sleuth for bullying the form tutor will refer this to the senior leader for the relevant key stage



Parents of both students are contacted to make them aware that an issue with bullying has occurred and strategies shared



Appropriate strategies are implemented to support the victim and proposed bully



Staff made aware of the concerns/issues surrounding the issue



Impact of strategies monitored and parents kept up to date

### **Supporting Websites and Agencies**

Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)

Childline: [www.childline.org.uk](http://www.childline.org.uk)

NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)

NDCS: [www.ndcs.org.uk](http://www.ndcs.org.uk)

Cyberbullying

Childnet International: [www.childnet.com](http://www.childnet.com)

Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

**SEND**

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