



# West SILC ANTI-BULLYING POLICY





# West SILC – Anti Bullying Policy

## OVERVIEW

In this school bullying and any other forms of intimidation will not be tolerated.

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Homophobic Bullying, Racist Bullying, Trans Bullying, On-line bullying, Peer on Peer bullying, Gender bullying, SEND bullying *et cetera*.

All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying.

## OBJECTIVES

1. To ensure that all feel safe and free from bullying and intimidation.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make this a happy school that is free from bullying.





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## STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Staff and Governors will be supported to access appropriate training and offer support to each other in the promotion of proactive strategies and ways to tackle bullying.
4. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
5. Every allegation of bullying will be investigated and followed up by class teams in the first instance. Appropriate sanctions will be applied if worthwhile, bearing in mind the SILC's restorative approach.
6. Any victim of bullying will be well-protected immediately and in the future.
7. Any allegations of bullying will be reported to the Executive Principal.
8. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
10. Learners and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

## Working with Families

Staff at West SILC understand the importance of working in collaboration with families to support students' personal development. Staff will openly encourage a two-way dialogue through regular telephone conversations; home school diaries and face-to-face meetings.

## Monitoring Procedures

The Senior Leadership Team will monitor individual students through:

- Class teachers' records and briefing records
- Data from Behaviour Watch
- Discussions with Class teachers/support staff/parents as appropriate
- SLT will report to governors on a termly basis





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## Outcomes

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

This policy has been compiled and will be reviewed, to ensure that it is fair, does not prioritise or disadvantage any pupils.

This policy will be approved by the SILC's Governing Body

This policy will be reviewed in September 2024 and bi-annually thereafter.

This policy should be read in conjunction with

Equality ACT 2010

West SILC Teaching and Learning Policy

West SILC Behaviour Policy

West SILC Safeguarding and Child Protection Policy

John Mace, Vice Principal – September 2023

