

West Wold Federation

(Comprising of Caistor Church of England and Methodist Primary School and Grasby All Saints Church of England Primary School)

Anti-Bullying Policy

AGREED BY GOVERNORS ON14/05/2025
SIGNED BY..... CHAIR
TO BE REVIEWED ON.....Spring 2026
MEMBER OF STAFF RESPONSIBLE.....Headteacher
GOVERNOR RESPONSIBLE.....Chairperson
SUB-COMMITTEE RESPONSIBLE CPN

Our Vision

"We believe that all members of our school community can flourish as learners and as fulfilled individuals. We will provide rich opportunities for learners to engage and expand their world views, both collaboratively and independently. With joy in our hearts, we are inspired to make positive change in the world."

EXPECTATIONS IN AND AROUND OUR SCHOOL

We feel, as a school, it is important that all staff encourage consistent, positive behaviour management.

Clear expectations and guidelines will be shared with pupils and parents as part of the Home / School Agreement. We hope all parents will support the school in teaching appropriate behaviour.

BULLYING

Bullying is defined as, "The intention to persistently hurt, frighten or intimidate another person".

It can occur as physical intimidation and/or violence, verbal intimidation and/or spite, social isolation, emotional abuse or, at its worst, a combination of these. This can also include cyber bullying from inappropriate use of electronic devices, including mobile phones, social networking sites or emails.

Our aim is to stop the bullying happening again by encouraging both the victim and the bully to think about their behaviour and the causes and effects of the bullying; alongside this we would hope to find solutions to the problems, where possible.

Bullying should always be treated as a serious and sensitive issue. It is therefore important that:

- All parties have the opportunity to talk and reflect
- The discussion is focussed on finding a solution to stop the bullying from recurring
- The victim is supported and listened to
- The bully is listened to and dealt with in a non-judgemental manner
- Sanctions are only used when bullying is clearly proven
- In severe cases of bullying, exclusion will be considered.
- Parents/carers will be informed of incidents so that they have the opportunity to support their child and signposted to the relevant outside agency for support if required.

Incidents of bullying should be reported to the Class Teacher, Deputy Head Teachers, Head Teacher, parents or carer (as appropriate) and recorded in the Pastoral Files/Pupil Records. The account should include:

- What, when and where it happened
- What action was taken
- How it was followed up and who is monitoring this

The records will be available to teaching staff, governors and the parents of the pupils involved. They will be kept until the pupil involved leaves the school. Such pupils may be referred to the SENDCO and a learning passport personal behaviour plan written.

In cases of serious, persistent bullying the next school will be informed of the situation and the records will be held in case they need to be referred to. This will help support their transition.

In accordance with the Equality Act 2010, schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation.