



**ST MARY'S CE(C) FIRST SCHOOL  
WHEATON ASTON**

**POLICY STATEMENT**

**PUPIL WELL-BEING**

**Definition**

Bullying is defined as purposeful or premeditated behaviour by one or more people which produces damaging or hurtful physical or emotional effects to any individual over a sustained period of time depending on behaviour and circumstances.

**Aims and Objectives**

- To establish effective methods of detecting bullying
- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form
- To establish appropriate means of providing after-care should an incident of bullying occur
- To ensure that all pupils, staff and parents are aware of the Policy and fulfil their obligations to it

**The values and beliefs underlying this policy are:**

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it and has to stop
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour

**Persons covered in this Policy**

All pupils, whether permanently or temporarily on the school roll, will be covered by this Policy

**Action to Combat Bullying**

As part of the system which the school will establish and maintain in an effort to combat bullying behaviour are:

- Using a range of rewards and sanctions outlined in the school behaviour and discipline policy, including the methods of acknowledging good behaviour. (Further copies available from the office.)
- Allocating staff specific roles and responsibilities, in order to detect incidents, monitor behaviour, and use appropriate after-care eg. Lunchtime supervisors and support staff report to class teachers. Pupil behaviour is an agenda item at staff meetings.
- Using selected pupils as Playground Friends or buddies. These pupils can be a helpful support or friend to others. The friends can report any concerns to any adult present.
- Reporting inappropriate behaviour in the class behaviour book.
- Rewarding good behaviour in different ways eg. 'Star of the Week'.
- Seeking the support of parents in dealing with incidents of bullying.
- Communicating the Policy and its updates, in order to ensure that staff, pupils, parents and governors are continuously aware of the Policy and also of their individual responsibilities.
- Reminding staff via meetings and training sessions of their responsibilities in respect of this Policy so that it is delivered in a competent, caring and efficient manner.
- Using Circle time and PSHE time in class to discuss issues of friendship, bullying and anti-bullying.
- Taking part annually in (anti-bullying week) Well-Being week where friendship and bullying issues are discussed in Assemblies and class time.
- Using different strategies according to need.

#### **Individual Responsibilities**

- A caring ethos exists at the school and pupils' and parents concerns are listened to and acted upon appropriately

Pupils should:-

- be encouraged to share their concerns
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils

Parents too can play a vital role by

- Stressing to pupils the importance of sociable behaviour
- Reporting any misgivings they have concerning bullying to the class teacher. An accurate record of the discussion between teacher and parent must be signed by both parties
- Actively endorsing and supporting the Anti-Bullying Policy

- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully

### Evaluation Procedures

In order to assess the effectiveness of this Policy, analysis of the following indicators will be used as a means of measuring performance.

- Studying variations in the number of reported incidents over a given period
- Analysing individual incident returns, including nil returns within given periods for different age groups.

These are the responsibility of the Executive Headteacher and Senior Teacher.

### Policy Ownership and Responsibilities

This Policy will be considered to be a living document and will be reviewed annually.

Ultimate responsibility for its introduction and implementation will rest with the Head Teacher, who will consult with the Governing Body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this Policy.


Our ultimate aim is to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

### What Ofsted said

Pupils enjoy school. They feel safe and know how to keep themselves safe. They make good use of the many resources that encourage them to be active at play and lunchtime.  
OFSTED - September 2014

This policy is to be reviewed annually in the Autumn term

Reviewed March 2015

Signed .....  .....

Date ..... - 2 APR 2015 .....

 18 NOV 2015 Chair of Governors