



Anti-Bullying Policy 2018

Introduction

The British Primary School of Wilanow is committed to providing a consistently caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying behaviour of any kind, from anybody, is unacceptable. If bullying is occurring, any pupil should feel confident about raising concerns and know that incidents will be dealt with promptly and effectively.

What is bullying?

UK DfE guidance defines bullying as actions that are intended to be hurtful, and which happen on a regular basis. BSW understands bullying to be direct (either physical or verbal) or indirect (for example, being deliberately ignored or not spoken to). It is also understood to be the use of aggression or unkind behaviour with the intention of hurting another person *on several occasions over a period of time*. It results in pain (emotional and/or physical) and distress to the victim.

There are three main types of bullying:

- **physical** (e.g. hitting, kicking, theft)
- **verbal** (e.g. name-calling, racist remarks – this may also occur via electronic means*)
- **indirect** (e.g. spreading rumours, excluding someone from social groups)

*For information about the school's approach to cyber-bullying, please refer to the BSW e-Safety policy and guidelines.

All BSW pupils are encouraged to report bullying to a member of staff or to any responsible, trusted adult.

What is *not* Bullying?

Many distressing behaviours are not examples of bullying even though they are unpleasant and do require teacher intervention and management. We recognise some socially unpleasant situations which are often confused with bullying.

- **Mutual conflict:** in mutual conflict situations, there is an argument or disagreement between pupils but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. Unresolved mutual conflict sometimes develops into a bullying situation, with one person becoming targeted repeatedly.
- **Social rejection or dislike:** unless the social rejection is directed towards someone specific and involves *deliberate* and *repeated* attempts to cause distress, exclude or create dislike by others, it is not bullying.



- **Single-episode acts** of nastiness or meanness, or random acts of aggression or intimidation are not the same as bullying. If a pupil is verbally abused or pushed on *one* occasion only, he or she is not being bullied. Nastiness or physical aggression that is directed towards many different pupils is not the same as bullying. Nevertheless, since the School has a duty of care to provide a pupil with a safe and supportive School environment, single episodes of nastiness or physical aggression are neither ignored nor condoned.

Responding to a bullying incident

1. If a member of staff becomes aware of possible bullying, the following actions are taken:
 - a. Determine what actually occurred and whether the incident reported is bullying or not. Report the incident to a senior teacher.
 - b. Counsel the victim.
 - c. Full investigation of the incident as close to the time it happens as possible: bullying behaviour or threats of bullying must be investigated and stopped quickly. It is important to ensure that the full picture is clear: an individual's account can often be one-sided.
 - d. In the case of incidents involving cyber bullying, staff should refer to the BSW eSafety policy and follow its guidance.
2. If the incident is determined to be a bullying incident, this procedure will be followed:
 - a. Remove the bullying pupil(s) from the scene of the incident.
 - b. Meet with the Head of Primary.
 - c. If the Head of Primary is not available, the pupil is removed from the class or immediate area until a meeting can take place.
 - d. Inform parents (by phone or face to face – not via email)
 - e. Record details on the school behaviour log.
3. In addition to the above responses, attempts will be made to help the bully or bullies change their behaviour. This is a long-term response and will involve parents as well as the Head of Primary and the Principal, other staff and perhaps external professional counselling.
4. **Final Response:** In the event that the bullying continues the Head of Primary will inform the Principal. The matter is then dealt with in an appropriate manner, which may include a fixed-period or permanent exclusion, in consultation with the parents. Only the Principal (or in his absence the Head of Primary) may give such a sanction. Such extreme circumstances are very rare occurrences.

Parental response to a bullying incident

The school strongly discourages parents from directly approaching the parents of other children involved in incidents. All bullying incidents will be followed up by the school and communication with and – if necessary – between parents should be conducted by the Head of Primary.



**British Primary School
of Wilanow**

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