

Bishops Down Primary School

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# Policy for WAC Anti -Bullying

Date Agreed:	23 <sup>rd</sup> November 2015
Date for Review:	by 23 <sup>rd</sup> November 2017
Updated by:	WAC Manager
Reviewed by:	Headteacher

## **WRAP AROUND CARE Anti Bullying Policy**

Respecting each other (Positive relationships)

**Bishops Down Wrap Around Care is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in Wrap Around Care whether the offender is a child or an adult. The victim is never responsible for being the target of bullying.**

Everyone involved in Wrap Around Care; staff, children and parent/carers, will be made aware of Wrap Around Care’s stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

Wrap Around Care defines bullying as repeated harassment of others through emotional, physical, verbal or psychological abuse.

### **Preventing Bullying Behaviour**

The Manager and the staff will make every effort to create a tolerant and caring environment in Wrap Around Care, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying will be.

### **Dealing with Bullying Behaviour**

Despite all efforts to prevent it, bullying behaviour may occur on occasions and Wrap Around Care recognises this fact. In the event of such incidents, the following principles will govern Wrap Around Care’s response.

- All incidents of bullying will be addressed thoroughly and sensitively.
- Children will be encouraged to immediately report any incidents of bullying that they witness. They will be reassured that what they say will be taken seriously and handed carefully.
- Staff have a duty to inform the Manager if they witness an incident of bullying involving adults or children at Wrap Around Care
- If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.

## *“Learning Today, Leading Tomorrow”*

- The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- In most cases bullying behaviour can be addressed according to the strategies set out in the behaviour management policy. The bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.
- Where bullying behaviour persists, more serious actions may have to be taken as laid out in the behaviour management policy.
- A member of staff will inform the parents/carers of all children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. At all times, staff will handle such incidents with care and sensitivity.
- All incidents of bullying will be reported to the manager and will be recorded in the Incident Record Book. In the light of reported incidents, the manager and other relevant staff will review Wrap Around Care procedures in respect to bullying.

Policy revised by WAC Manager and Headteacher November 2015

To be reviewed November 2017