



ANTI BULLYING POLICY

(PUPILS)

Reviewed: March 2024

Next review: March 2025

This policy has been written with consideration and in respect of the following Rights of the child:

Article 3 - The best interests of the child must be a top priority in all things that affect children.

Article 37 - No child shall be tortured or suffer other cruel treatment or punishment.

Vision

'Children at the heart of the school – School at the heart of the community'

Values

Everyone will work together to enable children to:

- Have enthusiasm, self-confidence and high self- esteem
- respect and value themselves, other people and the environment
- develop enquiring minds with motivation to learn, enjoy and achieve
- be both an independent and collaborative learner
- take responsibility for their own actions and make informed choices about a healthy life style and staying safe
- have well developed communication and social skills
- develop knowledge, understanding, skills and attitudes relevant to the changing world (local, national and global) in which they live as citizens, making a positive contribution and achieving economic well being

Aims

The school community aims to:

- Promote an ethos within which all are valued and welcomed and work effectively as a team
- Create a partnership with home based upon respect and trust – so that parents to be fully involved in their child's education
- Create a happy, healthy, safe, caring and stimulating environment which enhances self – confidence
- Help every child to develop the skills and attitudes they will need to fulfil their potential as an independent, motivated, life- long learner.
- Ensure that teaching and learning are of the highest possible quality, giving all children with a range of learning styles an equal opportunity to learn
- Create an atmosphere where learning is exciting, vivid, real, enjoyable and challenging for all children
- Promote positive attitudes to diversity
- Build strong links with the learning community and local community and establish partnerships beyond the school for the benefit of all children and adults

'Resilience, Responsibility and Respect'

So our pupils are:

"Respectful, Ready and Safe"

Rationale

That every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents. The anti-bullying policy takes its place within the general aims of the school. It has close links to the SMSC, Child Protection, Behaviour, Anti-racism and PSHE/RSHE policies and is set within the framework of Keeping Children Safe in Education.

What is Bullying?

Bullying is when someone does something deliberately to another person to hurt, threaten, frighten or upset them, and does it repeatedly over a period of time. To make this easily understandable we have adopted the Local Authority's acronym STOP- **S**everal **T**imes **O**n **P**urpose.

Bullying can take many different forms:

- Emotional: for example, hurting people's feelings, being left out of things or hiding property.
- Physical: for example, punching, kicking, hitting, and pushing.
- LGBTQ+: calling people gay or lesbian etc.
- Verbal: for example, teasing, name calling, hand signs.
- Racist: for example, making fun of people's colour, religion, accent, name
- Sexual: for example, making rude comments and touching in unacceptable ways.
- Cyber: for example, sending hurtful or offensive texts or emails.
- Through a third person: spreading rumours or getting someone else to give offensive messages.

It is important that we can distinguish between bullying and other kinds of behaviour which we see in young children.

Bullying or bossiness? Some young children can be very bossy, but they will be indiscriminate in who they boss around. They will usually grow out of this as they develop better social skills and more self-control. Bullying usually targets specific children who may be smaller, younger, more timid or different in some way. This behaviour will not necessarily diminish as children grow up.

Bullying or boisterous play? Young children often enjoy quite rough, physical play, even though it is discouraged and may, sometimes, result in themselves or others getting hurt. This often takes place between friends who are equal in size and strength. Bullying is intended to hurt and may involve children who are quite different in size and strength.

All of these kinds of behaviour are discouraged, but when they are targeted at an individual and occur regularly, they can be classed as bullying. Bullying is ongoing, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group.

Whitleigh Community Primary School Procedure:

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually using :
- Restorative Justice procedures and questions.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed.
- Incidents of bullying are recorded on CPOMS.
- Consistently use Restorative Justice procedures with all children.
- Keep an informal log of incidents if there are concerns
- Involve all parties together to discuss the issues if agree by all parties
- Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed
- Inform parents
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy)
- Prevention & strategies to reinforce Whitleigh Primary's Policy on Anti-bullying: Anti bullying week – usually in October.
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyber-bullying.
- Children participate in role play work in class as part of PSHE and Jigsaw.
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature
- A whole school reward system
- Bespoke support from Mental health professionals linked to the school if appropriate
- Good quality role models adult modelling of appropriate response to a wide range of scenarios
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught (Key element of Anti-bullying week)
- Use of Play Leaders
- Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating.

The role of Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti-bullying policy. If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and nonteaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request. The Head Teacher ensures that all children know that bullying is unacceptable behaviour. The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying. The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other. The role of all staff

All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.

All adults to deal with situations quickly, using Restorative Justice methods to prevent situations escalating. All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc. Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher. Any incident is recorded directly into the CPOMS management system. The school will also record incidents that occur near the school, or on the children's way between school and home, that we are aware of. The bullying log is kept digitally on CPOMS.

When any bullying taking place between members of a class, the teacher will deal with the issue immediately, including counselling and support for both the victim and perpetrator of the bullying. All members of staff routinely receive training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management. A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

The role of parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc. If you feel your child may be a victim of bullying behaviour,

inform school immediately. Your complaint will be taken seriously and appropriate action will follow.

- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential; do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- If parents who are dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of children: What can children do if they are being bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say "No!" Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse – don't do it.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if you know someone is being bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not take direct action yourself.

Minimising Bullying

At Whitleigh Primary we are committed to encourage positive, caring behaviour in school, in which children develop a sense of collective responsibility for each other. Turning a blind eye to bullying is

not acceptable whether by children or adults. In order to foster this climate of mutual respect we provide a wide range of opportunities for children to discuss and explore relationship and behaviour including:

- **Circle Time** – Time for children to explore and discuss issues that concern children.
- **PSHE and Jigsaw** – Personal, Social and Health Education, which is part of the school curriculum. Jigsaw is a unique, spiral, progressive and effective scheme of work, aiming to prepare children/young people for life, helping them really know and value who they are and understand how they relate to other people in this ever-changing world.
- **Anti-Bullying workshops** – Time specifically put aside for adults and children to talk about bullying/ Citizenship week
- **Child-friendly anti-bullying leaflet.**

Monitoring

Incidents of bullying are monitored through:

- The Behaviour /Incident Log kept on the server
- Pupil attitude surveys
- Parent questionnaires
- Racist incident log/ Bullying Log
- School Council meetings.
- Pupil worry boxes.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in accordance with the school's review cycle, or earlier if necessary.

POLICY REVIEW

This policy will be reviewed every 12 months to ensure that school provision continues to meet the needs of our learners. Responsibility for review will be led by the PSHE/RSHE Subject Lead, supported by the schools Senior Management Team.

Next Review Date: March 2025

PSHE/RSHE Subject Lead:

Mrs Samantha Seth-Wayda

Head teacher:

Mr Mark Dyson

Appendix

ANTI-BULLYING LEAFLET FOR PARENTS

We have an anti-bullying policy explaining what bullying is and what can be done to stop it.

Our policy is to make bullying a thing of the past, so that everyone is safe.

If your child is being bullied, or if your child is involved in bullying, please follow these guidelines.

If your child is being bullied:

- Listen carefully and calmly to your child
- Reassure your child, who may feel frightened
- Contact the school immediately. Discuss with our child's teacher ways of resolving the problem
- Don't suggest fighting back by using aggression or force. This generally only serves to make the problem worse
- Teach the strategies outlined in our policy:
 - ❖ Don't bully back
 - ❖ Say 'NO' firmly
 - ❖ Say 'GO AWAY!'
 - ❖ Say 'I DON'T WANT TO GET INVOLVED!'
 - ❖ Walk away confidently and seek help

If your child is involved in bullying

- Don't bully the bully
- Ask your child why he/she is bullying
- Make it clear to your child that the behaviour is unacceptable
- Contact the school immediately. Discuss with your child's teacher strategies for helping your child to change his/her behaviour
- Help your child to find something at which he/she can succeed, and which will help them feel good about themselves
- Ensure that your child apologises to the child he/she has bullied, either in person or in writing.

WHAT CAN WE DO ABOUT BULLYING BEHAVIOUR?

Every child in the school can help other children to be happy



The most important thing is to TELL someone.

