

Anti-Bullying Policy

Status	Date
Agreed by LGC	Autumn 2024
Review due	Autumn 2025

Rationale

At Wansdyke Primary School we are committed to providing a caring, friendly and safe environment where pupils can learn and participate in all aspects of school life. The school ethos is based firmly on the belief that everybody has the right to be treated with respect and bullying of any kind is unacceptable. We acknowledge that bullying can seriously affect a child's self-esteem and can affect their attitude and behaviour in school or at home. The effects of bullying can be traumatic, extreme and long-lasting and must not be under-estimated; it can create intense feelings of distress, loneliness, hurt and despair.

If children are to understand that bullying is wrong and to have the confidence to say no to bullying, they need to be able to empathise, or 'stand in the shoes' of others. They need to be able to form good relationships and understand how to deal with conflict. They should understand that they have rights, but also that they have responsibilities for themselves and towards others.

All pupils are strongly encouraged to tell an adult as soon as possible after any incident which has upset them has taken place. This is in order that the issue can be investigated and dealt with in a timely and appropriate manner. Wansdyke staff will respond promptly and effectively to any reported issues of bullying and will record the subsequent conversations and actions fully. We are committed to communicating openly with and involving parents/carers, whenever bullying has been reported to us.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

What is Bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Wansdyke Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

- Bullying is the deliberate and repeated verbal, emotional (which can be through electronic mediums too) or physical abuse of an individual or individuals by another individual or group.
- Bullying can include intimidation, threats, extortion, spitefulness, name calling, intentional exclusion and violent acts.
- What may not be bullying to one person may deeply distress another.

Therefore we recognise that bullying can take many forms including but not limited to:

- Emotional: Unfriendly, excluding, tormenting or threatening. 'Ganging up'
- Verbal: Name-calling, sarcasm, spreading rumours, teasing.
- Physical: Pushing, kicking, hitting, punching or any use of violence
- Racist: Racial taunts, graffiti, gestures
- Homophobic: Focussing on sexuality

- Disablist Focussing on a disability or impairment
- Cyber: Email & internet chat room misuse, threats by text messaging & calls

Signs of Bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these signs and investigate further if a child:

- Is frightened of walking to or from school.
- Begins truanting.
- Becomes withdrawn, anxious or lacking in confidence.
- Feels ill in the morning.
- Begins to underperform in school work.
- Has possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.

NB this is not a definitive list but suggests some of the signs and symptoms.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Reporting and Responding to Bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Children are taught that it is important to talk to a trusted adult if bullying is taking place inside or outside of school. Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

There are several methods for reporting suspected bullying incidents:

- Make a report in person
- Contact the school by phone or email and ask to speak to the child's teacher.
- The Learning Mentor has a 'Chatter Box' where children can report their concerns if they do not feel confident speaking to an adult.

All reported incidents will be taken seriously and investigated.

- The member of staff receiving the report of bullying will listen carefully, making careful notes and agreeing a set of preliminary actions. This will be recorded onto CPOMS.
- Where appropriate, the Senior Leadership Team, will support the member of staff receiving the report with the actions and next steps
- Interviews will take place with all parties and the issues talked through
- Parents involved, will be informed when it has been established that bullying is taking place
- A range of responses will be adopted, appropriate to the situation: for example, solution focused, restorative approach, circle of friends, individual work with victim/ perpetrator facilitated by our Learning Mentor, referral to outside agencies if appropriate, creation of a risk assessment and/or safety plan clearly outlining measures in place
- There may be referral to and application of the school's Promoting Positive Relationships Policy and how these may be applied, including consequences that may follow. In a very serious case or a

case of persistent Bullying, a pupil may be excluded for a fixed term or permanently although this will always only be a last resort.

- Follow up especially keeping in touch with the person who reported the situation and, parents/carers.
- All discussions, meetings and notes will be recorded on CPOMS.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

Staff will

- listen to all children when they are ready to talk about bullying.
- be sensitive to a child's need for privacy and respect.
- seek to ensure that the situation is monitored carefully and brought to a successful resolution

Children will develop the understanding that

- we all have a right to be physically and emotionally safe and secure.
- everyone has a right to a freedom from name calling, teasing or any other behaviours which make them feel unhappy, unsafe or worried .
- everyone has a right to be included in play and learning activities.
- everyone has a right of security for his or her personal possessions.

Parent/Carers will

(other key partnership principles also contained within our Home/School Agreement)

- we encourage parents/carers to report any concerns they have to the class teacher in the first instance as soon as they become aware of an incident, or as close to the time when the incident happened, as this makes it much easier to investigate.

We ask parents/carers to

- allow the school enough time to investigate reported incidents fully
- be clear with us about what they would like to happen or what would be different for their child, having reported an incident or concern.
- support the school in implementing our policy and agreed procedures, and helping their child to understand what has been done and why, so that the learning is maximised, for all involved.
- support and respect the rights of all children by not discussing this widely in person or on social media and therefore show some discretion about sharing sensitive information with other parents.
- at any time parents/carers are not happy with the way your concern has been dealt with, please refer to our Trust's 'Complaint's Procedure' available on our website.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy.
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.

- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g.
- PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Secure the safety of the target of bullying and take actions to stop the bullying from happening again
- Whole school learning - reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing re-occurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant)
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Maintaining the Policy

- The issue of bullying will be given a high priority and national anti-bullying week will be used to raise awareness, across the school, on an annual basis, using a range of resources and approaches including, but not limited to: productions and workshops from companies such as Unique Voice, lessons supported by resources from the Anti-bullying Alliance and school-wide activities to raise awareness of bullying issues.
- Teachers will regularly include aspects of the bullying policy within their class curriculum (i.e. through circle time discussions, RE and P.S.H.E)
- Children and parents/carers will be supported and educated about 'e safety' and bullying issues that can take place through this medium.
- Children who feel they have been bullied will be able to seek help from their peers (i.e. school council) and staff through our 'safe to tell' process which is detailed in the appendix and is carefully mediated and monitored by staff.
- The anti- bullying policy will be reviewed regularly, and where appropriate, altered in line with current thinking and changes in practice.
- A survey of bullying incidents and children's perceptions of these will also be carried out annually and will be analysed. Following this, a report will be presented to the SLT and follow up actions will be planned and implemented.
- Any incidents involving racist, disablist or homophobic attitudes or behaviours, will be recorded and kept on file along with the parents/carers of all children involved, informed.
- Staff, Governors and Parents will be made aware of any changes to the bullying policy.
- This policy will be available on the School Website and a hard copy provided to parents/carers, who request it.
- This policy will be reviewed and updated annually.

This Policy needs to be read in conjunction with other important school policies:

- P.S.H.E
- Online Safety
- Promoting Positive Relationships
- Home/School Agreement

HELP ORGANISATIONS:

Childline

0800 1111

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)
Family lives (formerly Parentline plus)
Young Minds (support for parents)
Advisory Centre for Education (ACE)
Children's Legal Centre
Youth Access
Bullying Online
Anti bullying Alliance

0845 1 205 204 www.kidscape.org.uk
0808 800 2222 <https://www.familylives.org.uk/>
0808 802 5544 www.youngminds.org.uk
0300 0115 142 <http://www.ace-ed.org.uk/>
<https://www.childrenslegalcentre.com/>
<https://www.youthaccess.org.uk/>
<https://www.bullying.co.uk/cyberbullying/>
<https://www.anti-bullyingalliance.org.uk/>