



Withymoor Primary School

“Learning together, aiming for excellence”

Anti-bullying Policy

(To be read in conjunction with the Behaviour policy)

This policy adheres to the principles under data protection law. For further information please review the school’s data protection policy published on the school website.

Rationale

At Withymoor Primary School, we take bullying extremely seriously. Pupils and their parents should be assured that they will be supported when bullying is reported. Our school operates a continuous anti-bullying campaign through teachers, support staff, RHSE, PSHE and Online Safety lessons and assemblies. We also follow advice from organisations such as the Anti-Bullying Alliance. All pupils are clearly made aware that such anti-social behaviour must not be instigated or tolerated. If incidents do occur, they must be reported promptly and dealt with immediately, following the policy implementation measures.

Aim of the policy

The aims of the anti-bullying policy are:

- This policy aims to produce a consistent school response to any bullying incidents that occur.
- To be clear that our school is opposed to bullying and that each stakeholder has a responsibility in eradicating bullying in our school.
- To ensure pupils learn in a supportive, caring and safe environment without fear of being bullied and are fully included in school life.
- To prevent underachievement academically due to bullying so that all children may reach their potential unhindered.
- To promote respect and empathy by fostering an attitude of ‘treat others as you would like to be treated yourself’ and this is reinforced at every level.

The Anti-Bullying Alliance recommends a ‘Three Step Response’ –

Step 1 – The safety of those directly involved

Step 2 – Preventing the bullying from reoccurring

Step 3 – School learning and reflection

At Withymoor Primary School, we have four simple rules:

Be kind

Be respectful

Be safe

Be ready to learn

And an over-arching **Golden Rule** which is to:

“Treat others as you would like to be treated”

These rules are explicitly taught and modelled by all members of our school.

Our school also promotes and expects our pupils and staff to demonstrate the basic British values of **democracy, the rule of law, individual liberty, and mutual respect and tolerance for those of different faiths and beliefs.**

We also encourage all members of our community to follow ‘**The Withymoor Way**’ by demonstrating the values of:

- Resilience
- Positivity
- Friendship
- Team spirit

Through both these rules and values, we aim to implement the three-step response.

Curricular approaches

Within the curriculum the school will raise the awareness of the nature of bullying through RHSE, PSHE, assemblies, annual anti-bullying and Online Safety focus weeks and subject areas, as appropriate, in an attempt to eradicate such behaviour. Children are also consulted through the School Council and through in-school pupil questionnaires including the Dudley Lifestyle Survey (Years 5 and 6). Play Leaders and Peer Supporters are active on all playgrounds

The most effective way of preventing bullying through the curriculum is to create effective learning environments in which:

- The contribution of all pupils is valued;
- All pupils can feel secure and are able to contribute appropriately;
- Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others whether arising from race, culture, gender, sexuality, ability or disability – with reference to the Equality Act 2010
- Pupils learn to take responsibility for their actions and behaviours both in school and in the wider community;
- All forms of bullying and harassment are challenged;
- Pupils are supported to develop their social and emotional skills.

What is Bullying?

Bullying is defined as the 'repetitive, intentional harming of one person or group, by another person or group.'

Bullying is therefore:

- **Deliberately hurtful**
- **Repeated, often over a period of time**
- **Involves an imbalance of power**

Definition shared with our pupils:

'Repeated negative behaviour that is intended to make others feel upset, uncomfortable and unsafe.'

(Definition from Anti-Bullying Pro, Diana Award)

It is generally agreed that a single incident of verbal or physical aggression is not necessarily considered to be bullying – there needs to be evidence of persistent victimisation over a period of time. Similarly, it is not bullying when two children of approximately the same age and strength have the occasional quarrel or one off fight.

Every complaint of bullying must be taken seriously and our pupils will be listened to. Bullying may take a variety of forms such as:

Emotional	being unfriendly, excluding, tormenting
Physical	pushing, kicking, hitting, taking another's belongings, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks; display of sexual material; sexual gestures; unwanted physical attention; comments about sexual reputation or performance; or inappropriate touching
Homophobic	because of, or focussing on the issue of sexuality
Direct or Indirect Verbal	name-calling, sarcasm, spreading rumours, teasing spreading malicious rumours, excluding from social groups, sending of malicious email or text messages
Cyber bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites (please refer to the Online Safety Policy)

Child on Child	Physical aggression, including sexualized aggression; Threats; Taking or breaking property; Name calling of many kinds, sometimes focused on personal or family characteristics including disability, race, religion, gender, sexual orientation, family income, intelligence, body shape, or appearance; Exclusion and ostracism in many forms, all of which may have the effect of stopping someone from having friends or social connections; Digital and online behaviours
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Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Teaching and support staff in school must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. We proactively promote 'Be a Buddy not a Bully' throughout our school. Children are encouraged to not be a bystander but to 'Speak Out, Stay Safe', to support their peers as well as themselves.

Implementation procedures

At Withymoor...

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately – this maybe by the class teacher, in the first instance
- A clear account of the incident will be recorded on CPOMS and referred to a member of the leadership team where appropriate – the class teacher will be involved in this process
- If necessary a member of the Leadership Team will interview all concerned and will record the outcome of these discussions
- Parents will be informed at an early stage and consulted about how the incident will be dealt with
- Punitive measures may be used as appropriate and in consultation with all parties concerned

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident, as well as any actions, on the CPOMS system.

In the case of racist bullying, this must be reported to the Headteacher or Deputy to be recorded in line with Dudley policy.

General incidences of bullying should be recorded on the system this would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying. Confirmed cases of bullying must be recorded using CPOMS, as appropriate.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

Incidents of bullying will be discussed with the Governing Body (Safeguarding Governors) via the termly DSL Safeguarding report.

Disciplinary steps may be taken, and **will be decided by the senior leadership team**, which are in line with the school behaviour policy. These may include:

- Exclusion from a favoured activity.
- Exclusion from the right to represent the school or class
- The establishment of a behaviour record or home-school report book.
- A verbal disciplining from senior member of staff – Head or Deputy Head.
- A requirement for a written apology.
- A regular report given to the head teacher.
- A letter/telephone call to a parent from the Head teacher or Deputy.
- A meeting with parents.
- Other sanctions following discussion between parents, class teacher and a member of Senior Leadership Team.
- Suspension or permanent exclusion – where the threshold is deemed to have been met by the Headteacher or Deputy.

Pupils...

What do you do if you are being bullied?

First of all – **don't worry** - this can be sorted out. Think about what is happening to you, stay calm. Are you sure you are being bullied? It could be something else that is making you unhappy such as:-

Falling out with friends

An argument

A game (that has gone wrong)

People not letting you join in with a game or activity

These things are important, and they make you sad, but this is not always bullying. If someone is being very unkind, or hurting you – and you do not know why, and you cannot stop it – then this is what to do.

It is important that you talk to someone. This could be:

- A teacher
- An older pupil
- Your friend

- Prefect
- Class Councillor
- Play Maker
- Peer Supporter
- House Captain
- A member of the Junior Leadership Team
- Someone at home
- Someone you trust
- A lunchtime supervisor

Pupils will be encouraged to speak out about bullying and encouraged to follow the rule 'Speak Out, Stay Safe'. They should feel confident to report to *any* member of school staff.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff
- reassuring the pupil that they have acted correctly by reporting the bullying
- offering on-going support to restore self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

Parents...

Parental support is often the key to success in dealing with incidents of bullying. Most parents support anti-bullying measures and want to be involved. Parents need to be aware of the 'treat others as you want to be treated yourself' approach, that positive behaviour is encouraged and that bullying is unacceptable. Parents also need to listen to their child and consider 'several times on purpose' or whether it is a single incident.

If a parent suspects that their child is being bullied, then the following procedure should be followed:

- Talk to your child and find out the facts. This will help the school or setting ascertain the events.
- Encourage your child to inform their class teacher or inform the class teacher directly who will discuss the issue with you and record the key information.

- Make an appointment, with enough time to talk.
- When talking to the school try not to be aggressive, or lose your temper. A good working relationship between parent or carers and school is essential and will help to resolve the situation more quickly.
- Allow time for the class teacher/school to investigate allegations and deal with your concerns, and initiate support activities for the children.
- There may be things you can do at home to help. Please ask.
- Stay in touch
- Sometimes the outcome of 'incidents' is uncomfortable for parent or carers and children to deal with, particularly if the episode is found to be genuine. If you learn that your child has been unkind to others, try to stay calm. The school will work with you and your child to make things better.

Parents Must Not:

1. Attempt to sort the problem out themselves by speaking to the child whom you think may be the bully or by speaking to their parents.
 2. Encourage your child to be 'a bully' back.
- Both of these will only make the problem much harder to solve.
3. Post on social media sites instead of speaking to school

Cyberbullying

As with other forms of bullying, cyberbullying should be dealt with as a community issue for the whole school and will be made clear that it is unacceptable. All staff, parents and pupils have rights and responsibilities in relation to cyberbullying and should work together to create an environment in which all stakeholders can learn and develop free from harassment and bullying.

School will communicate with parents, via the school website and newsletters, and offer advice and support to help children engage safely and responsibly with social media. Creating a good home-school relationship will encourage an atmosphere of trust where parents and carers feel able to raise concerns in an appropriate way.

Statutory duty of schools

Head teachers have a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The role of governors

The governing body supports the Headteacher 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 seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy. The governors require the Headteacher to keep accurate records of incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Anti-Bullying Alliance <https://anti-bullyingalliance.org.uk/>

Monitoring, evaluation and review

The school will review this policy every 2 years or more frequently if necessary and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. This policy should be read in conjunction with the Behaviour Policy.

This policy adheres to the principles under data protection law. For further information please review the school's data protection policy published on the school's website"

To be reviewed Autumn 2024