

Wolsingham Primary School



Anti-Bullying Policy

Chair of Governing Body: *P. Eastwood*

Headteacher: *S. Kitching*

Date: 7.12.19

Date for Review: December 2021

Introduction

This policy outlines the school's views on bullying in line with the school's Behaviour Policy.

Wolsingham Primary School offers a caring, sharing environment where all children are valued. The development of maturity and self-esteem are paramount to providing the best learning environment.

DFE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

It is a government requirement that all schools have an anti-bullying policy. In 2003, OfSTED published *Bullying: Effective Action in Secondary Schools*. This was followed by DfE guidance for schools under two headings: *Don't suffer in Silence* and *Bullying – A Charter for Action*. This policy reflects this guidance.

Aims

Wolsingham Primary School is a learning community where all children are encouraged to see themselves as learners and participate in their own learning, within and beyond the school.

Our new Management of Behaviour Policy outlines in clear and straight forward terms our whole school approach to encourage all pupils to demonstrate positive emotional behaviour, conduct behaviour and learning behaviour whilst at school and in the wider community.

Positive action is taken to prevent bullying within PSHE lessons and through cross curricular learning opportunities.

Pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Definition

Our school believes that **Bullying** is:- upsetting behaviour which is done on purpose to make someone feel uncomfortable, unhappy or powerless over a period of time.

'Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can bully. The nature of bullying is changing and evolving as technology develops.'

Bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and sometimes even suicide. Bullying generally fits into one of two categories: emotional or physically harmful behaviour. This includes:-

Name calling; taunting; mocking; making offensive or abusive comments; kicking; hitting; pushing; taking belongings; cyber (text messaging; emailing; misuse of technology); gossiping; excluding people from groups; spreading hurtful rumours; racist (racial taunts, graffiti, gestures); sexual (unwanted physical contact or abusive comments); homophobic (focusing on sexuality).

Definitions are different and individuals have different experiences; however from the accounts heard from children and young people, bullying is considered to be;

- *Repetitive, wilful or persistent*
- *Intentionally harmful, carried out by an individual or group*
- *An imbalance of power leaving the victim feeling defenceless.'*

(Durham County Council: Anti-Bullying Policy & Guidelines; Second Edition.)

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.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Bullying will **not be tolerated**.

Scope

This policy applies to all adults and children within school having an understanding of bullying.

This policy document applies to all aspects of school life.

Entitlement

Everyone at Wolsingham Primary has the right;

- To work and play in a safe and secure environment, free from aggression and abuse.
- To express their attitudes and feelings constructively and have these respected by others.
- To have an uninterrupted education.
- To have personal property respected.

Everyone at Wolsingham Primary has the responsibility;

- To behave acceptably in all situations.
- To accept the consequences of their actions.
- To understand their responsibilities in the learning process.
- To be polite and co-operative with everyone respecting their rights and feelings.
- To respect public property and other children's personal property.

Expectations

Pupils who have been bullied are supported by;

- The opportunity to discuss the experience with a member of staff of their choice
- Reassurance
- Support to restore self-esteem and confidence

Pupils who are bullying will be helped by;

- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing
- Informing parents or guardians to help change the attitude of the pupil
- Incidents will follow the responses to the 'Procedures for dealing with allegations of bullying' flow chart and may result in an IBP or risk assessment being completed.

Staff are expected to adhere to the following procedures;

- If bullying is suspected or reported to an adult, the incident will be dealt with immediately or at an agreed time
- A clear account of the incident will be recorded with pupils or parents and a copy should be given to the head teacher
- Class teachers and parents will be informed
- Sanctions will be used as appropriate in consultation with all parties following the flow chart of procedures

Parents are expected to;

- Help their children behave properly
- Work co-operatively with teacher and child in assisting the child's learning and in building positive attitudes towards learning and school
- Instil in their children a respect for others, and others property, and to help develop a positive feeling about themselves
- Talk in confidence to the child's teacher or the Headteacher

Bullying will **not be tolerated**.

Procedures for reporting and responding to bullying

See Appendix 1: Procedures for dealing with allegations of bullying for details and stages of responses

Strategies for the prevention and reduction of bullying

The Safety Squad, meet termly to promote anti-bullying across the school and raise any concerns.

Mini Police are appointed and will be trained to work on both play grounds.

Playgrounds are zoned with equipment.

PSHE is taught and assessed across the curriculum to promote positive friendships.

Review

The policy will be reviewed annually by the action group before being passed onto the Governors.

Incidents of bullying and the frequency will also be included in the review.

The annual stake holders surveys will continue to be used to provide data to monitor the effectiveness of this policy.

Appendices

Appendix 1: Procedures for dealing with allegations of bullying

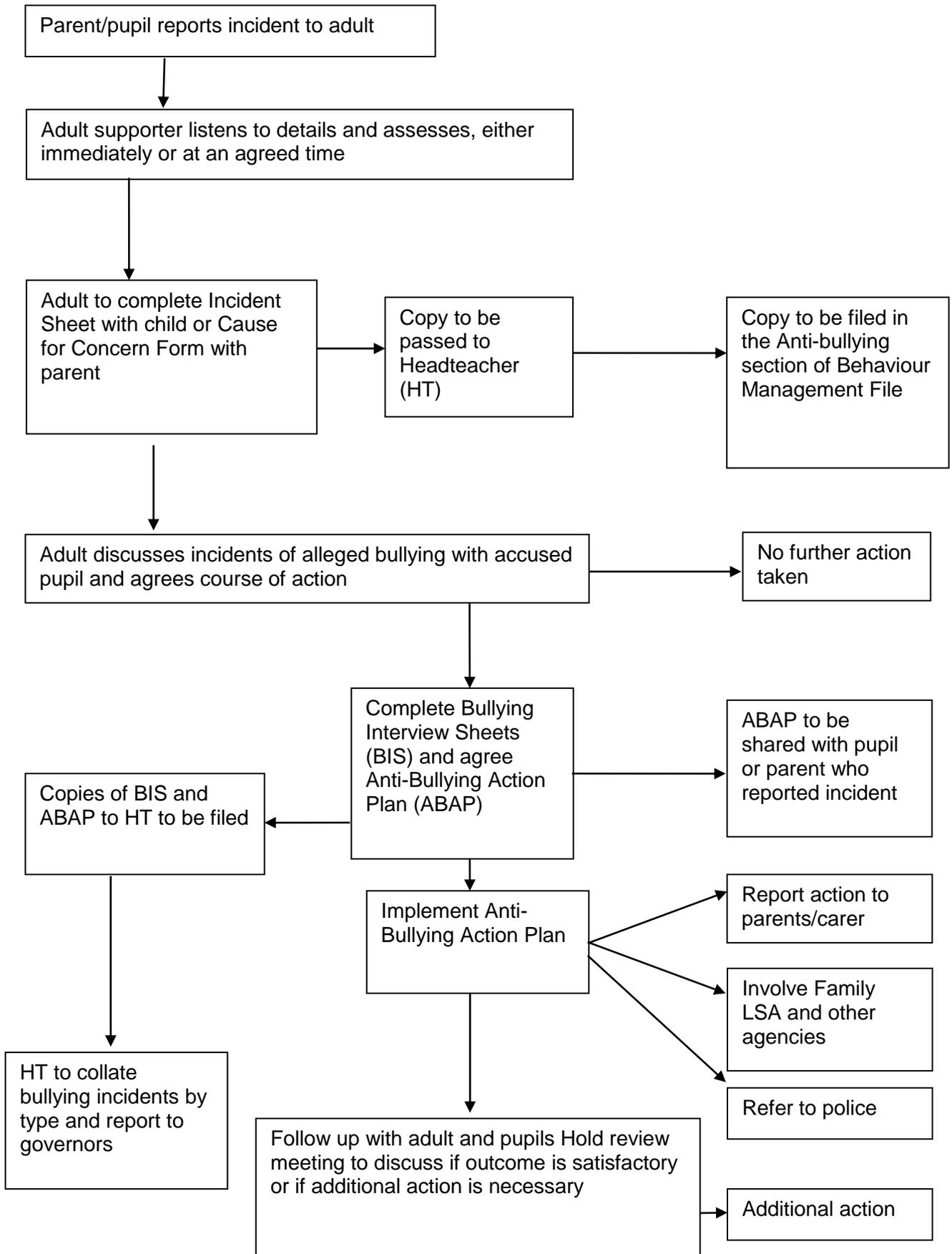
Appendix 2: Cause for Concern Sheet

Appendix 3: Bullying Interview Sheet

Appendix 4: Anti-Bullying Action Plan

Appendix 1

Procedures for dealing with allegations of bullying





Cause for Concern Form



Child's Name:	Teacher's Name:
Date:	Time:
Nature of Concern:	
Suggested Action:	
Signed..... Teacher	Signed Parent
Review Date:	

Appendix 3

Bullying Interview Sheet



Date:

Name of person completing the sheet:

Name of pupil involved:

Names of any witnesses:

Details of incidents

Who else was involved? Were there other bystanders? How long has the situation been going on? How do you feel about the situation? What action do you feel is appropriate? Who else needs to know?

Signed:.....

Date:.....



Anti-Bullying Action Plan

Date:.....

Name of person completing the plan:.....

Name of pupil(s) involved:

.....

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Action Agreed:

Matter referred to:

Review Date: