

Through all of its policies, Wellstead Primary School aims to provide:

A caring, family ethos in which all children can flourish.

Excellent standards of teaching which enable all children to achieve their full potential.

A curriculum which builds enthusiasm for learning and equips children for the next stage of their education.

## **Wellstead Primary School**

### **Anti-Bullying Policy**

#### **Statement of Intent**

At Wellstead Primary School, we are committed to providing a warm, caring and safe environment for all of our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Children will be taught how to do this if they are being bullied or if they see someone else being bullied.

#### **Aims and Objectives of this Policy**

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the schools Anti Bullying Policy is and follow it when bullying or cyberbullying is reported.
- All pupils and parents should be aware of the procedures to follow in the School's Anti-bullying policy.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE, P4C and SMSC lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- Creating a positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

We believe in Hampshire County Council's overarching vision that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and develops to their full potential. Our aim is for all children and young people to achieve the five outcomes of Every Child Matters; that is to:

- be healthy;
- stay safe;
- enjoy life and achieve their full potential;
- be interested and fully involved in the community they live in;
- achieve economic independence.

#### **What Is Bullying?**

Hampshire County Council and Wellstead Primary School agree with the Government definition of bullying as:

*"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally where there is an imbalance of power"*

Behaviour is bullying behaviour if:

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- It is repetitive, wilful or persistent;
- It is intentionally harmful, carried out by an individual or group; and
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

The children were all asked this question and the school has adopted the following collaborative definition of bullying' which is our shared understanding of what bullying is:

***Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). It can be carried out physically, verbally, emotionally or virtually.***

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Virtual/Cyber-bullying setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones, emails, instant messaging or social networking sites
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

### **Bullying is not:**

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. However, staff will still endeavour to work with children to resolve any such issue.

### **Where does bullying happen?**

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

### **Signs and Symptoms**

Children who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of bruises or torn clothing, changes in work patterns, reduced concentration or truanting from school. They may be afraid to use the internet or mobile phone, or appear nervous and jumpy when a text message is received.

Adults should be aware of these possible signs and investigate further if a child:

- doesn't want to go to school / feels ill in the morning
- doesn't want to go out to play
- has unexplained cuts or bruises
- becomes withdrawn, anxious or lacking in confidence
- becomes aggressive, disruptive or unreasonable
- begins to under-perform in school work
- reportedly cries themselves to sleep at night or has nightmares

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- has possessions go "missing"
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

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.

### **Procedures for reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at Wellstead Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached;
- If this member of staff is not the pupil's class teacher, they will promptly inform the class teacher;
- A clear account of the incident, the action taken and the outcome will be recorded in the incident book and the incident will be reported to the Headteacher;
- If appropriate, the class teacher will interview all concerned and will record the incident;
- The class teacher will promptly thereafter inform the Headteacher;
- If the allegations have been directly reported to the Headteacher, the Headteacher will keep the class teacher informed of all incidents;
- Other staff will be informed, if it is considered appropriate;
- Parents will be informed at the discretion of the most senior member of staff who is managing the incident;
- Police or other outside agencies (such as Children's Services, Primary Behaviour Support) may be contacted by the Headteacher for advice where appropriate.

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should first contact their child's class teacher.

Pupils who have been bullied, or who encounter bullying, will be supported by:

- Being offered an opportunity to discuss the experience with a member of staff;
- Reassuring the pupil;
- Offering continuous support by staff or a group of pupils, (circle of friends);
- Restoring self-esteem and confidence; and
- Children who have been bullied will be interviewed two (2) weeks after the event to ensure that the bullying has been dealt with effectively.

Pupils who have been bullying will be supported by:

- Discussing what happened;
- Discovering why the pupil became involved;
- Establishing the wrong-doing and need to change;
- At the discretion of the Headteacher, parents or guardians may be informed to help to change the attitude of the pupil; and
- After they have been interviewed independently, if it is deemed to be appropriate, both children will be brought together by the member of staff who has dealt with the incident to facilitate reconciliation.
- Being offered support, to help the child understand and change their behaviour. The SENCo will be involved in setting up and provided additional support e.g. ELS, Primary Behaviour Support referral, if appropriate.

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### **Involvement of Parents/Carers:**

When bullying has taken place, either in person or via mobile communication and social networking sites, it is essential to involve parents. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim.

We will ensure that:

- Parents are clear about the joint problem solving focus.
- They have been given enough notice.
- The meeting is uninterrupted.
- Parents' right to express their opinion is respected and they have an opportunity to have their say.
- The meeting is purposeful and ends on a positive note.

### **Strategies for the prevention and reduction of bullying**

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Our 'Rights, Respect, Responsibility' (RRR) ethos and culture enables all children to learn about their rights and responsibilities with regard to bullying. Philosophy for Children (P4C) education is used as a vehicle to open dialogue between the children and promote a rights respecting relationship between pupils and adults alike. Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Making national anti-bullying week ('Being a good friend' week) a high profile event each year
- Involving parents through workshops
- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health & Social Education), P4C and E-Safety lessons and schemes of work from Reception to Year 6
- Regular circle time
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Introducing playground improvements and initiatives
- Cross phase buddies
- Using praise and rewards to reinforce good behavior
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

### **Monitoring and evaluation of the policy**

To ensure this policy is effective, it will be regularly monitored and evaluated.

Questionnaires completed by the whole school community, together with parental and child surveys, and bullying incident forms will be used to gauge the effectiveness of the policy. All bullying incidents will be recorded on CPOMs the electronic safeguarding recording system.

Following a review any amendments will be made to the policy and everyone informed. A report will then be issued to governors and parents and the policy will be distributed to all parents.

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## Confidentiality

All members of staff should ensure that they are familiar with the school's confidentiality policy.

## Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

<b>Name of organisation</b>	<b>Telephone number</b>	<b>Website</b>
Act Against Bullying	0845 230 2560	<a href="http://www.actagainstabullying.com">www.actagainstabullying.com</a>
Anti-bully	not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Anti-bullying Network	0131 651 6103	<a href="http://www.antibullying.net">www.antibullying.net</a>
Beatbullying	0845 338 5060	<a href="http://www.beatbullying.org.uk">www.beatbullying.org.uk</a>
Bully Free Zone	01204 454 958	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying Online	020 7378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
BBC	not available	<a href="http://www.bbc.co.uk">www.bbc.co.uk</a>
Childline	0800 1111 (helpline for children)	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
NSPCC	0207 825 2500	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parentline Plus	0808 800 2222	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>

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Date due for renew:	September 18