Windwhistle Primary School

Anti-bullying Policy

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Signed By:

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Windwhistle Primary School

Anti-Bullying Policy

Rationale

Windwhistle Primary School is committed to a policy of inclusion, equality and justice.
We provide a warm, caring and safe place for all our children so that they can learn and play in a relaxed and secure environment.

We believe that bullying of any kind is totally unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No one deserves to be a victim of bullying. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Windwhistle Primary School, we acknowledge that bullying can happen from time to time in society and that bullying can happen to adults in the workplace. When bullying does occur, everyone should feel able to tell someone and know that incidents will be dealt with promptly and effectively in accordance with our school antibullying policy.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

We also strive to create a school community which is trauma informed. There is a growing body of research on the impact childhood adversity has on long-term mental and physical health and the capacity to engage in meaningful learning. This trauma informed approach is embodied by our aspiration to build a nurturing, caring ethos which permeates through our school environment. We have developed a behaviour for learning policy which places relationships as the cornerstone for children and young people to thrive, both academically and in relation to their wellbeing.

Trauma-sensitive schools are grounded in a set of core principles that inform daily school operations. Windwhistle embodies these core principles:

- We have staff who understand trauma and its impact;
- We believe that healing happens in relationships;
- We ensure emotional and physical safety for all;
- We view students holistically;
- We support choice, control, and empowerment for students, staff, and families;
- We strive for cultural competence;
- We use a collaborative approach.

Our bullying policy should be read in conjunction with our school's behaviour for learning policy.

The school does not tolerate bullying of any kind.

What is bullying?

In Windwhistle Primary School we define bullying as follows:

Bullying may be racist, sexist, or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability. Bullying is defined as aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms.

Bullying is a blight on the lives of our children which inhibits full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is never acceptable and will not be tolerated in Windwhistle Primary School.

Bullying can take many forms, but three main types are:

- Physical – e.g. hitting, kicking, spitting, demanding money or belongings.
- Verbal – e.g. consistent targeted name calling, insults, racist, sexist, homophobic or offensive remarks.
- Indirect – e.g. excluding or 'blanking', spreading gossip, damaging property, offensive or abusive emails, text messages or posts on websites – known as 'cyber bullying'. We believe that bullying someone by email or text messages is still hurtful and will be dealt with in the same manner.

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.

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

It is bullying if it is done **several times on purpose** (S.T.O.P).

Aims

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. We continually reinforce the importance of our school motto 'We do the right thing because it is the right thing to do'. 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 community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within Windwhistle Primary School we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.

• Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

The school will set about doing this in the following ways:

We will reduce bullying by proactively promoting the right choices in lessons, assemblies and daily interactions with children, and ensuring that staff consistently promote high behavioural expectations.

• The school will meet the legal requirements for all schools to have an anti-bullying policy in place.
• The school will work closely with other professional agencies to ensure that children stay safe.
• All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
• All governors, teaching and non-teaching staff, pupils and parents/guardians will know what the school policy is on bullying.
• Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
• A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

Signs and Symptoms 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.

What can you do if you are being bullied?

We want everybody to feel confident to report bullying whenever and wherever it happens, and get the help they need to feel safe again. If someone is bullying you, it is important to remember that this is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can (Who? Where? What? Why? When? How?). All pupils know that if they are experiencing bullying they should tell a member of staff in the first instance.

What can you do if you see someone else being bullied?

(The role of the bystander)
There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

Strategies in school for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur.
These include:

- Each class agreeing on their own set of class rules.
- Making national anti-bullying week a high profile event each year.

- Raising awareness through assemblies, work in PSHE lessons and circle time discussions.
- Setting up circle of friends support network to support individuals experiencing difficulties.
- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Introducing playground improvements and initiatives.
- Use of Kindness Ambassadors within Year 6 across the whole school.
- Using praise and rewards to reinforce good behaviour.
- Involving parents and the wider community.
- Multi agency work – working with social services, police etc.

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow should such an instance arise where they feel their safety is at risk.

Linked policies:
Windwhistle - Behaviour for learning policy
ELAN Child on Child Abuse Policy
ELAN Grievance Policy and Procedure
ELAN Equality and Equal Opportunities Policy
ELAN Safeguarding and Child Protection Policy

Procedures for reporting and dealing with bullying incidents

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

The following step by step procedures will be followed in all cases:

- Initially, staff will listen and speak to all children involved about the incident separately. Appropriate action will be taken quickly to end the bullying behaviour.
- Appropriate advice will be given to help the recipient.
- Staff will reinforce to the bully(s) that their behaviour is unacceptable and they will be given a warning. The bully(s) will be asked to genuinely apologise for what they have done.
- Work will be done with the bully(s) to help them understand and change their behaviour including investigating the underlying reasons as to why they are bullying.
- Parents will be informed.
- In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem. This meeting will be with the class teacher and/or headteacher and deputy headteacher present.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue the headteacher may make to decision to exclude the child. The parents then have the right to appeal to the Governing Body and the Extend Learning Academies Network.
- Appropriate records will be kept of all incidents.

Race Equality/Inclusion Statement

The policies, system and practices at Windwhistle Primary School set out to promote community cohesion and to provide a high quality educational experience for all children.

At Windwhistle Primary School we do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

Monitoring and evaluation of the policy

To ensure the policy is effective, it will be regularly monitored and evaluated. The local governing body monitors the impact of the policy and suggests amendments as necessary. We aim to monitor the policy through CPOMS, the annual questionnaire and work carried out during Anti-Bullying week.

Help and advice lines

Anti-Bullying Alliance: advice and signposting help lines www.anti-bullyingalliance.org.uk

ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Call 0800 1111 www.childline.org.uk

Family Lives (previously Parentline Plus) Immediate support and advice for parents, 24 hours a day, seven days a week. Call 800 2222 - www.familylives.org.uk

Kidscape - A helpline for individuals and parents and carers of bullied children.
Available Monday - Tuesday: 10am to 8pm; Wednesday - Friday: 10am to 4pm Call 08451 205 204 - www.kidscape.org.uk

Contact a Family have a helpline for families with disabled children - they can give advice on bullying issues. Call 0808 808 3555 www.cafamily.org.uk

Mencap: supports young people with learning disabilities Call 02074540454 www.mencap.org.uk

National Autistic Society; champions the interests of all people with autism Call 08450704004 www.autism.org.uk

Children's Legal Centre, clc Coram: The Child Law Advice Line; promoting children's rights in the UK Call 0808 8020008 www.childrenslegalcentre.com

The Child Exploitation and Online Protection Centre (CEOP) maintains a website for children and young people, and parents and carers about staying safe online: Think U Know

Further local and national helplines can be found in the document 'Reporting and Dealing with Identity Based Bullying in North Somerset Schools'