



# Anti-Bullying Policy

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Everyone at Wisewood Community Primary School has the right to work, learn and play in a positive, safe environment. Bullying prevents this. We aim to provide a positive, safe environment for all pupils and staff.

### **What is bullying?**

There are many definitions of bullying, but most have these things in common:

- ⌚ It is a misuse of power
- ⌚ It is deliberately hurtful behaviour
- ⌚ It is repeated often over a period of time
- ⌚ It is difficult for those being bullied to defend themselves
- ⌚ It is also sending an email, text or instant message that is regarded as offensive, harassment or of a bullying nature.

### **Bullying can take many forms but three main types are:**

- ⌚ Physical – hitting, kicking, taking belongings
- ⌚ Verbal – name-calling, insulting, racist or sexist remarks
- ⌚ Indirect – spreading nasty stories about someone, excluding someone from social groups, negative body language, passing unpleasant notes
- ⌚ Online – use of social media and forums

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.

### **Anti – Bullying Mission Statement**

This is to remind the whole school community that we stand firm against bullying. The most effective strategy to combat bullying lies within the power of the majority of pupils to speak out against it. We seek to challenge bullying behaviour and to build and maintain an anti-bullying ethos in the school. Children can be taught to take an active stand against bullying behaviour. We wish to create a school environment where people feel secure, where they feel valued and where they can be happy working in a non-threatening atmosphere.

**'There's no such thing as an innocent bystander.'**

### **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils

### **At Wisewood Community Primary School:**

- The issue of bullying and the need to stand firm against it receives a high profile
- The subject is tackled systematically, both in assembly, and in curriculum time, Anti-bullying values and co-operative behaviour are actively promoted.
- The Head or SLT follows up more serious behavioural incidents and concerns from parents carefully and sensitively and records of any such incidents are kept on record.
- Parents are notified and involved in follow-up to some incidents.
- Midday supervisors record incidents and inform the Class teachers, Head or Assistant Head if concerned about an individual or a situation.
- Children may be given strategies to follow with behavioural targets, which are reviewed and updated.

- The staff operate and record a system for 'Record of Concern' so that vulnerable children are monitored and reviewed regularly and information passed on at transition.
- Governors receive a report annually, which monitors the incidents of bullying and racism within school.

### **The school will:**

- respond to any bullying behaviour promptly and consistently
- be committed to preventing and tackling bullying
- promote school values which reject bullying behaviour and promote co-operative behaviour – hold an annual Anti-bullying event
- teach the children how to stand firm against bullying behaviour
- involve the whole school community in implementing the anti-bullying policy actively and effectively. This will include children, families, all staff and governors
- maintain, evaluate and review the policy annually

### **Pupils who experience bullying will be helped by:**

- having the immediate opportunity to discuss their experience with a member of staff
- knowing that they can report bullying and get help
- ensuring that they feel safe again
- helping to restore confidence and resilience
- offering continuous support
- being aware that they will get support from peers, staff and family.

### **Pupils who engage in bullying behaviour will be helped by:**

- being held to account for their actions – appropriate sanctions.
- facing up to the harm they have caused
- learning to behave in ways that do not cause harm by developing their emotional skills and knowledge.
- know how to repair the harm they have caused
- informing parents of guardians so they can help change the attitude of the pupil

### **Procedure for staff and children to follow:**

- an incident must be reported to an adult
- the class teacher or midday supervisor will deal with some incidents. Every effort will be made to find a solution to the immediate problem. Strategies for the future will be given.
- children who have been bullied will be heard, reassured, continuous support offered and restoring self-esteem and confidence will be a priority.
- children who have bullied will discuss with a member of staff what happened, their wrong doing and the need for change. Children who have bullied will be held to account for their behaviour and work will be done to develop their emotional skills and knowledge
- more serious incidents must be reported to the Head or Assistant Head
- any bullying incident which is racist, sexual (including reference to sexual orientation) or which refers to disability must be reported to the Head or Assistant Head who may then report to Local Authority.
- serious incidents are recorded using CPOMS details of time, place, people involved, the incident, action taken and follow-up strategies are recorded
- parents will be contacted
- class teacher and other adults working with the children will be informed.

## **Five key points for staff to consider when dealing with bullying:**

- never ignore suspected bullying
- don't make premature assumptions
- listen carefully to all accounts – several pupils saying the same does not necessarily mean they are telling the truth
- adopt a problem-solving approach which moves pupils on from justifying themselves follow-up repeatedly, checking bullying has not resumed

### **Monitoring, Evaluation and Review**

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

The Headteacher, Assistant Head teacher and Learning Mentor are responsible for the implementation of this policy.