

The background features a light blue gradient. There are three large, semi-transparent blue circles of varying sizes. Two thin blue lines intersect diagonally across the upper half of the page. A larger, semi-transparent blue circle is positioned in the bottom right corner.

# **Whartons Primary School Anti Bullying Policy**

**Date of Policy: Sept 2020**

**Member(s) of staff**

**Responsible: Julia Dickson**

**Review Date: Sept 2021**



## **THE WHARTONS PRIMARY SCHOOL** **(Excellence, Enjoyment and Achievement for All)**

### **ANTI BULLYING POLICY**

#### **Rationale**

The Government defines bullying as:

**'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'**

At The Whartons Primary School we are committed to our duty to safeguard and promote the welfare of children and young people. The school community has a duty to protect all its members and provide a safe, healthy environment. Bullying (including Cyberbullying) is never acceptable. It can seriously damage a young person's confidence and sense of self worth and they will often feel that they are at fault in some way. We recognise that bullying can happen in any school and in many other areas of social life. We encourage children to work against it and to report any incidents of bullying.

#### **Incidents of bullying can include:-**

- Name calling
- Mocking
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching/Kicking
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracising
- Damaging school work and equipment
- Inappropriate text messaging and emailing
- Sending offensive or degrading images by phone or via the internet

#### **Reason for being a victim may be:**

- Race/Gender/Religion/Culture
- New child in school
- Child with family crisis
- Young Carer
- Appearance or health conditions
- Disability
- Sexual Orientation

#### **Early Warning Signs**

- Withdrawn
- Deterioration of work

- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrivals
- Bed wetting

#### **Reasons for being a bully may be:**

- Victim of violence or bullying themselves
- Enjoyment of power/creating fear
- Copying behaviour seen at home or on T.V.

#### **Different roles within bullying**

**The ring leader:** Who through their social power can direct the bullying activity

**Assistants:** Who actively join in the bullying (sometimes because they are afraid of the ring leader)

**Reinforcers:** Who give positive feedback to the bully, perhaps by smiling or laughing

**Bystanders:** Who stay back or stay silent and therefore appear to condone the behaviour

**Defenders:** Who try to intervene and stop the bullying or comfort pupils who experience bullying

**The Victim:** Who is experiencing the bullying and is powerless to stop it.

#### **What we do to work against bullying**

We believe that prevention is better than cure, so we work to encourage the caring side of children. We do this:

- by example; with all adults in the school treating children and other adults with respect
- by encouraging co-operation and a caring ethos in the school and in each class
- through discussions in SEAL assemblies, PSHE and circle time
- through assemblies which frequently have themes related to respect and co-operation
- through promotion of The School **Golden Rules** which emphasise treating others with respect and being kind to one another
- by providing social skills intervention groups to children who may lack empathy
- by assigning Y5 and Y6 pupils to roles around the school, in order to promote positive relationships across the school community and to promote good behaviour of younger pupils around the school and in the playground
- Build in class and whole school work during National Anti Bullying Week to help children recognise and understand bullying in all its forms.

#### **Cyber Bullying**

Cyberbullying can be defined as:

“The use of Information and Communications Technology (ICT), particularly mobile phones and the internet, to deliberately upset someone else. It can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target. However, it differs in several significant ways from other kinds of bullying: the invasion of home and personal space; the difficulty in controlling electronically circulated messages; the size of the audience; perceived anonymity; and even the profile of the person doing the bullying and their target.” (DCSF definition)

Education and discussion around the responsible use of technologies and e-safety are key to preventing Cyberbullying and helping children deal confidently with any problems that might arise, whether in or out of school. If a Cyberbullying incident is identified, it is important that, as in other cases of bullying, sanctions are applied. Steps will be taken to change the attitude and behaviour of the bully, as well as ensuring access to any help that they may need. The perpetrator’s access to ICT in school may be withdrawn or restricted. We record any incidents of Cyberbullying. Our updated E Safety policy and our E Safety pupil/parent agreements have more information on how we seek to prevent Cyberbullying and how we respond to any incidents.

### **Who can pupils tell if they are being bullied?**

Children know that teachers will always listen to their concerns. Pupils are constantly reminded that by staff that bullying is not tolerated and that nobody ever deserves to be bullied. At playtime at least two members of staff are always on duty. At dinner time, a number of support staff are on duty both in and out of the hall. All children know, and are constantly reminded, **that we will always listen.**

Our specialised Behaviour TA's pay particular attention to any pupils who are at risk of being bullied. Nurture groups and informal chats throughout the week ensure that any worries or incidents can be reported and dealt with quickly. There is a box outside the Deputy Head's room for pupils to leave any concerns or worries.

### **How do we respond to bullying?**

Our school strategies aim to:

- Prevent, de-escalate and/or stop any continuation of harmful behaviour
- React to bullying incidents in a reasonable, proportionate and consistent way
- Safeguard the pupil who has experienced bullying and trigger sources of support
- Apply disciplinary sanctions to the pupil causing the bullying and ensure that they learn from the experience.

### **Formal Procedure for Complaints**

We aim for prevention rather than cure but if a formal complaint is needed this is the procedure:-

- 1) Complaints will go to class teacher, Deputy and Head.
- 2) Incidents will be recorded.
- 3) Parents will be contacted.

If further action is required -

- 4) Report to Governors.
- 5) School and L.E.A. official complaints procedure will be followed.

### **Monitoring, Planning and Review**

Any incidents of bullying will be recorded by the Head teacher and kept in the Incident file along with any supplementary paperwork, such as letters sent to parents. Any incidents of bullying will be reported annually to the Governors.

Last Reviewed: Sept 2020

Next Review: Sept 2021

