



'A place where everyone flourishes'

Anti-Bullying Policy

Approved: September 2018
To be reviewed: October 2019

Safeguarding:

At Willen Primary School, safeguarding and child protection is paramount and we are fully committed to ensuring the welfare and safety of all our children. We believe that pupils have a right to learn in a supportive, caring and safe environment which includes the right to protection from all types of abuse including bullying; where staff are vigilant for signs of any student in distress and are confident about applying the processes to avert and alleviate any such problems. If any behaviour is a concern in relation to safeguarding Willen Primary School procedures and processes will be followed at all times in accordance with the Child Protection Policy. Any concerns will be referred to the Designated Safeguarding Leads; Sarah Orr, Carrie Matthews, Kim Cole, Claire Dale or Hayley Gates as procedures state.

Willen Primary School is committed to:

- Providing a happy, safe and secure environment for all of our children so they can learn in a relaxed and secure atmosphere.
- Helping all members of our school community to develop respectful relationships.
- Listening to children and ensuring that children recognise that no incident is too trivial to tell adults about.

Bullying of any kind is unacceptable at our school. We are a community that encourages everyone to tell. This means that **anyone** who is experiencing bullying is encouraged to tell a member of the school community or someone that they trust that they are worried, whether they are a victim, a bully or a bystander.

WPS Child Protection Policy Status

Willen Primary responds promptly to bullying because -

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be part of respectful relationships.

Children who are victims will be supported.

Children who are bullying need to learn different ways of behaving and to develop respectful relationships.

Definitions of Bullying

Bullying is a repeated pattern of behaviour that causes fear, alarm, distress or harm to another person. The harm may be:

Emotional / Psychological - The experience of bullying leads to a person feeling upset, frightened, worried or sad. They may be made to believe that there is something about them that is wrong, unlikeable or feel that people are laughing at them or saying bad things about them. Such harm may be caused by leaving someone out, spreading rumours or insulting them. It may be **verbal** or through the use of ICT, for example mobile phone text messages, e-mails, phone calls, internet chat-rooms, social networking sites and instant messaging. Use of such technologies to victimise people is known as **Cyber bullying**.

It may involve the use of as threats or intimidation to make an individual do something that they do not want to do. It can be a way of gaining access to a victim e.g. offering gifts favours or inducements in order to then make someone do something they dislike or would not otherwise do e.g. initiation into a group, gaining protection of a group or individual.

Emotional /Psychological harm may also result from physical and sexual bullying.

Physical – the bullying behaviour involves physical contact. The physical contact is unwanted and without consent. It causes fear, distress or alarm but may also result in marks being left on another child, damage to their clothing or property or injury.

Sexual – Sexually harmful behaviour refers to any bullying behaviour, whether physical or non-physical, that is based on a person's sexuality or gender. It is when sexuality or gender is used as a weapon by boys or girls towards other boys or girls. It can be carried out to a person's face, behind their back or through the use of technology (see cyber bullying).

Aggravating Factors

Emotional/Psychological, Physical or Sexual Bullying may be aggravated by selection of a victim based upon their age, race, religion, disability or sexual orientation.

WPS Child Protection Policy

Objectives

- Everyone should have an understanding of what bullying is.
- Everyone should know what the school policy is on bullying, and what they should do if they are experiencing bullying.
- SMSC lessons and circles will be taught to build respectful relationships within the school community.
- Children and parents can be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

1. The school will actively engage in preventative work related to anti-bullying see Prevention section below.
2. Everyone experiencing bullying will be encouraged to report bullying incidents to someone they trust.
3. Classroom staff will record incidents between the children on Behaviour Watch – the online system used in WPS by all staff.
4. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
5. All children involved whether they are the victim or the bully will be supported by the school to ensure that the bullying stops.
6. Parents of all the children involved will be informed and will be asked to come in to a meeting to discuss what has been happening.
7. In cases of serious bullying, the incidents will be recorded by staff in a log
8. If necessary and appropriate, police will be consulted

*A restorative meeting or a set of meetings will be used at any stage during the process however this will be dependent on the victim being happy to take an active part.

Outcomes

1. The victim will be encouraged and supported by the school so that they feel safe at school.
2. The bully (bullies) will be set a consequence in line with school behaviour policy which will be defined by the victim in addition other consequences may take place.
3. If possible, the children will be reconciled through restorative practice.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. In serious cases exclusion will be considered (see exclusion policy).

Staff involved

All staff are involved in the operation of this policy. In particular the School's Learning Mentor will be involved in working 1:1 or in small groups with children to gather information by supporting children to tell or completing restorative work to resolve the issues.

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Prevention

We will use KIDSCAPE and SMSC to help children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- assemblies

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parent line Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

This policy should be ready in conjunction with the schools behaviour and exclusions policy.