

THE WILLOWS PRIMARY SCHOOL



ANTI-BULLYING POLICY

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Anti Bullying Policy

Every child has the right to feel safe in school and enjoy their education without the fear or threat of being bullied. Bullying is anti-social behaviour and can affect anyone; it is unacceptable and will not be tolerated. The school will ensure that all issues of bullying are addressed so that pupils are fully able to benefit from the opportunities available at school.

The ABA (Anti-Bullying Alliance) defines bullying as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.



Cyberbullying is defined as bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as mobile phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyberbullying include inappropriate text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles. Cyber bullying can happen at all times of the day, with a potentially bigger audience.

Please refer to the e-safety policy for further information about the safe use of technology.

Racist bullying is defined as “any incident which is perceived to be racist by the victim or any other person” (MacPherson, 1999).

Incidents can include:

- Verbal abuse by name calling, racist jokes and offensive mimicry
- Physical threats or attacks
- Wearing provocative badges or insignia
- Bringing racist leaflets, comics or magazines to school
- Inciting others to behave in a racist way
- Racist graffiti or other written insults – even against food, music dress or customs
- Refusing to co-operate in work or in play

Pupils must be encouraged to report bullying in schools. All children must be actively encouraged not to 'suffer in silence'. All children are made aware of the people they can talk to who will listen if they are feeling vulnerable.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy (see below)

What to do:

- All pupil's complaints or anxieties about other pupils upsetting or hurting them must be given attention and taken seriously – never ignore suspected bullying.
- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and by using methods to prevent situations escalating.
- Listen carefully to all accounts – several pupils saying the same does not necessarily mean they are telling the truth.
- All adults should be alerted to any pupil whose name is repeatedly being reported as the perpetrator of such behaviour.
- All such incidents should be reported initially to the class teacher who will refer the issues to the Deputy Head or Headteacher who will investigate further before alerting parents of the children involved.
- A clear written account of the incident should be recorded using the My Concerns system. The incident record will be reviewed by all DSL's and the HT
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
- Follow-up repeatedly, checking bullying has not resumed.
- All children should be made aware of the sanctions the school will employ against bullies.

The following disciplinary steps can be taken:

- official warnings to cease offending
- playground sanctions, such as withdrawal of free time
- exclusion from certain areas of school premises
- minor fixed-term suspension/major fixed-term exclusion
- permanent exclusion

Pupils who have been bullied will be supported in the following ways:

- offered an immediate opportunity to discuss the experience with their teacher or member of staff of their choice
- reassurance and continuous support
- restoring their self-esteem and confidence
- follow up monitoring and regular "check ups"

Pupils who have bullied will be supported in the following ways:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil
- follow up monitoring and regular "check ups"

The following range of methods and strategies are used to help prevent bullying and to establish a climate of trust and respect for all.

- Anti bullying week
- Anti bullying support strategies posters in all classrooms and around school environment
- Children are made aware of the strategies to deal with low level issues and what to do in different situations, including situations of cyberbullying.
- Children participate in class discussion and assemblies with a focus on the school's moral and community values
- Making use of curriculum opportunities to raise pupil awareness eg through RE, cross curricular themes, drama, story writing and literature
- A whole school reward system
- Adult modelling of appropriate response to a wide range of scenarios
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught

The role of the Head Teacher

- Headteachers 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.
- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request and termly in writing through the HT written report
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

Monitoring, evaluation and review

The school will review this policy bi-annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Safeguarding

All staff should be aware of our systems which support safeguarding, and these are explained during staff induction and regularly reviewed in meetings and CPD sessions as well as part of annual safeguarding training. Policies that support safeguarding include the:

- *child protection policy (which should amongst other things also include the policy and procedures to deal with child-on-child abuse)*

Our procedures to deal with child-on-child abuse are contained in our Child Protection and Safeguarding policy

- *behaviour policy (which should include measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying)*

Our measures to prevent bullying, cyber-bullying, prejudice-based and discriminatory bullying are contained in our Anti-Bullying policy

- *staff behaviour policy (sometimes called a code of conduct) should amongst other things, include low-level concerns, allegations against staff and whistleblowing*

Our procedures to manage staff behaviour and deal with low-level concerns, allegations against staff and whistleblowing are contained in the staff handbooks, the staff code of conduct and the Whistleblowing policy

- *safeguarding response to children who go missing from education*

Our procedures for responding to children who go missing from education are contained in our Child Protection and Safeguarding policy and the Attendance Policy.

Appendix 1

Parents have an important part to play in supporting the school's anti-bullying policy.

We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow. Please do not approach that child on the playground or their parents or involve an older child to deal with the bully.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via the clerk.

Appendix 2

What can you do if you are being bullied?

- Remember that your silence is the bully's greatest weapon. Speak out and tell someone.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say “No!”. Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse – don't do it.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if you know someone is being bullied?

- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Do not take direct action yourself.