

# Whitgreave Primary School

## Anti-Bullying Policy



## **Introduction**

The aim of this Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our schools.

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying.

The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, personal comments, spreading rumours)
- Emotional (being intentionally hostile, unfriendly)
- Racist (racist taunts, gestures)
- Cyber (all areas of Internet, email, Internet chat room, social media, mobile threats by text messaging and calls, misuse of technologies)
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics), which may include:
  - Bullying related to race, religion, faith and belief and for those without faith
  - Bullying related to ethnicity, nationality or culture
  - Bullying related to Special Educational Needs or Disability (SEND)
  - Bullying related to sexual orientation (homophobic/biphobic bullying)
  - Gender based bullying, including transphobic bullying

Whitgreave Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

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 our school.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the Primary's Policy.

## **Statutory Duty of Schools**

### **The Governing Board**

The Governing Board supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Board will not condone bullying at all in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

### Head Teacher/Deputy Head Teacher

The Head Teacher has a legal duty 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 (both teaching and non-teaching) are aware of the policy and know how to identify and to deal with incidents of bullying.

The Head Teacher reports to the Governing Board about the effectiveness of the Anti-Bullying Policy, on request.

The Head Teacher/Deputy Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher/Deputy Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher/Deputy Head Teacher may decide to use assembly time to address bullying. The Head Teacher/Deputy 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/Deputy Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The Head Teacher/Deputy Head Teacher will respond immediately to any concerns raised by parents/ children.

### Class Teachers and Support Staff

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head Teacher/Deputy Head Teacher, the teacher informs the child's parents.

We keep an Anti-Bullying Log where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school.

If any adult witnesses an act of bullying, they should record the event in the log. If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we invite the child's parents into the school to discuss the situation.

Teachers routinely attend training, which enables them to become equipped to identify and deal with incidents of bullying and behaviour management. Teachers and other members of staff are particularly aware of the recent increasing opportunities for

'cyber bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobile phones or the Internet, and to educate pupils about the proper use of modern technologies.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. They use the curriculum to help pupils understand and empathise with the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Personal Development lessons and circle time are used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

### Parents and Carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's Class Teacher immediately. If they are not satisfied with the outcome of this, they should contact the Head Teacher/Deputy Head Teacher. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure, as detailed on the school's website.

Parents and carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites, and should exercise due parental responsibility in supervising their children's use of phones and the Internet. Parents and carers have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their child to be a positive member of the school.

### Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, through their Pupil Voice Representatives, Prefects or Peer Supporters.

### Implementation

#### Schools:

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded.
- Where appropriate, an incident will be referred to the appropriate Phase Leader.
- The Phase Leader will interview all concerned and will record all relevant information.
- Appropriate consequences will be administered by the Phase Leader.
- Parents will be informed, if appropriate.

- Further, more serious incidents of bullying will be reported to the Deputy Head/Head Teacher.

### Pupils:

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil, restoring self-esteem and confidence.
- Informing the pupil of the next steps, possible outcomes of the situation.
- Referrals to the Learning Mentor or Personal Development Officer within our School, if appropriate.

Pupils who have bullied will be helped by:

- Discussing what has happened.
- Discovering why the pupil became involved in the incident.
- Establishing the wrong doing and the need to change.
- Informing parents/carers, to help change the attitude of the pupil and to avoid further incidents and consequences, if appropriate.
- Referrals to the Learning Mentor within our Schools, if appropriate.

### Consequences

The following disciplinary steps may be taken, depending upon the seriousness of the incident:

- Apologising to the bullied pupil.
- Warnings.
- Loss of playtime/lunchtime.
- On-going monitoring of behaviour.
- Parents informed, actions/consequences discussed.
- Referrals to Deputy Head/Head Teacher.
- Fixed-term exclusion.

Within the curriculum, Whitgreave Primary will raise the awareness of the nature of bullying through inclusion in Personal Development sessions, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### Playtime/Lunchtime Strategies

- Staff on duty to walk around the playground closely watching all children.
- Children should tell the member of staff if they have a problem straight away.
- Staff on duty must deal with the situation straight away by listening to and talking to, the victim, the bully and any witnesses.
- Children who are involved in aggressive, physical behaviour should be referred to the Senior Lunchtime Supervisor. The child's name should be entered into the Lunchtime Behaviour Log along with the staff on duty who dealt with the incident.
- The staff on duty or Senior Lunchtime Supervisor must inform the child's class teacher.

### **Equality**

All children will be treated equally and fairly throughout the implementation of this policy. The Head Teacher/Deputy Head Teacher will monitor incident logs and ensure that any apparent inequality of incidents is entirely attributed to the behaviours of those children.

### **Training**

Whole staff and individual training needs will be identified through Whitgreave Primary's self-evaluation process and staff appraisal.

### **Monitoring**

This policy is monitored by the Head Teacher, who reports to Governors about the effectiveness of the policy on request. This Anti-Bullying Policy is the Governors' responsibility and they review its effectiveness annually. They do this by discussion with the Head Teacher and the Head Teacher's Report at Governors Meetings. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

### **Links to Other Policies**

Safeguarding Policy  
Behaviour Policy  
Pupil Restraint Policy

### **Review**

The Governors review this policy annually. The Governors may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Governing Board receives recommendations on how the policy might be improved.