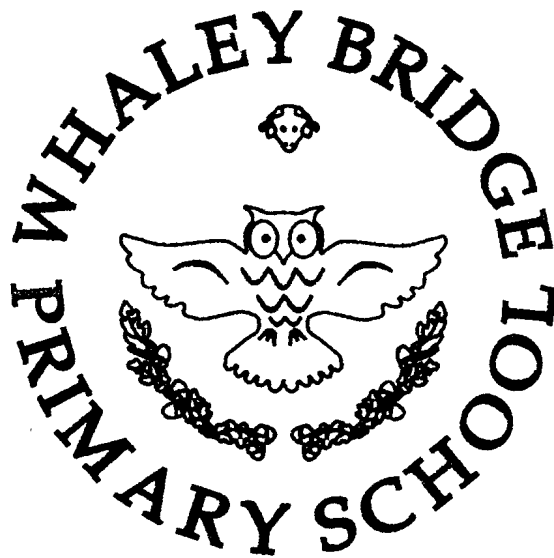


WHALEY BRIDGE PRIMARY SCHOOL



ANTI-BULLYING POLICY



ANTI-BULLYING POLICY

Statement of Intent

At Whaley Bridge Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Whaley Bridge Primary School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff who will immediately take appropriate action.

Aims and Objectives of this Policy

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn, work and play in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2), The Children Act 2004 and The Children's Plan 2007.
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils, staff and parents/carers will be assured that they will be supported when bullying is reported.
- Whole school initiatives (e.g. staff training and assemblies) and proactive teaching strategies (e.g. PSHCE [Personal, Social, Health & Citizenship Education] lessons, circle time and R Time) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

The children are regularly asked this question and the school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
Verbal	name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
Physical	pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching, taking or hiding someone's things
Racist	racial taunts, graffiti, gestures, making fun of culture and religion
Sexual	unwanted physical contact or sexually abusive or sexist comments
Homophobic	because of/or focussing on the issue of sexuality
Online/cyber*	through mobile phone calls and text messages; via a computer using instant messaging or emails; on a games console with voice chat or a webcam; and on the pages of social networks websites
Other	Any unfavourable or negative comments; gestures or actions made to someone relating to their disability or special educational needs

*For further information on Cyberbullying, please refer to our separate leaflet: Whaley Bridge Primary School's Guide to Cyberbullying.

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying, if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head Teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Whaley Bridge Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. In addition to keeping a formal, written record of bullying incidents occurring on the way to and from school, the following steps may also be taken:

- Talk to the local Community Police Officers about problems on the streets
- Invite guest speakers such as the local Community Police Officers into school to talk to the children
- Talk to the transport companies about bullying on school buses and in school taxis
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises and discuss what appropriate support can be provided
- Map out safe routes to school for children, linking them to the School Travel Plan
- Discuss coping strategies with their parents/carers
- Talk to the children about how to handle or avoid bullying outside the school premises

Signs and Symptoms

A child may indicate, by different signs or behaviours, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- doesn't want to go to school/in the taxi
- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- has disruptive sleep patterns
- cries themselves to sleep at night or has nightmares
- feels ill or doesn't want to get up in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying or behaving unkindly to other children or siblings
- stops eating or overeats
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can and will help you.

The children are regularly asked this question and we have included some of their strategies in the following list:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it. Keep repeating this if it does not work the first time.
- Stay in a group; bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a mid-day assistant, a parent, a carer, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Wibble' box.
- When you tell an adult about the bullying give them as many facts as you can (Who? What? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone (see Appendix 1).
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Call a helpline (see page 7 of this policy).
- Use a safe Internet website for help like Childline, Kidscape or the Anti-Bullying Alliance.
- Don't suffer in silence.
- Don't blame yourself for what is happening.

What can you do if you see someone else being bullied?

(The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim (the person being bullied). Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children regularly discuss this question in class and some of the strategies they have suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person being bullied to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Wibble' box.
- Call a helpline for some advice or refer to a safe Internet website (see p7 of this policy).

Bullying of children with Special Educational Needs and/or Disabilities

Whaley Bridge Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

As an Enhanced Resource (ER) School we have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and our staff is therefore particularly vigilant at all times around children with special educational needs and /or disabilities.

High ability pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Whaley Bridge Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully/bullies that their behaviour is unacceptable.
9. The bully/bullies may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the children will be reconciled.
11. An attempt will be made, and support given, to help the bully/bullies understand and change his/her/their behaviour.
12. In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. These reports will be kept in a file in the school office (Appendix 2).
13. In serious cases parents/carers will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Where appropriate, bullying incidents will be discussed at staff meetings.
16. The anti-bullying Governor will present reports on serious bullying incidents to the Governors as appropriate.
17. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following sanctions may be used:

The children regularly discuss this question in their classes and some of the sanctions they suggested are included in the following list:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes (stay with the class teacher)
- Spend playtimes and lunchtimes with an adult

- Stand outside the Head Teacher's office
- Parents/carers will be invited to come into school to discuss the matter further
- Go on a self-improvement report
- Be removed from class and work in isolation
- Lose team points
- Report to the Head Teacher or Deputy Head Teacher
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Active participation in the Derbyshire's Anti-bullying commitment: A framework for safeguarding against bullying in all settings (introduced June 2010).
- Creation of ABC focus groups involving children and adults
- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Producing a 'child speak' version of the policy for the children
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high profile event each year
- Awareness raising through regular anti-bullying assemblies
- Following the PHSCE (Personal, Health, Social & Citizenship Education) scheme of work from Reception to Year 6 to support this policy
- Carrying out circle time on bullying issues
- Using the R Time programme to promote positive and affective relationships
- Setting up a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Reading anti-bullying stories to the children in class and in assemblies
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Using the creative curriculum to promote an anti-bullying ethos
- Having a prominent anti-bullying school notice board in the school library
- Prominently displaying anti-bullying posters produced by the children around the school
- Using a confidential 'Wibble' box where children and parents/carers can write and post their concerns and ideas
- Introducing playground improvements and initiatives
- Training Y5 pupils to be Playground Pals
- Training KS1 pupils to be Peer Buddy Mentors
- Running the Positive Play Programme
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying INSET for all staff
- Holding anti-bullying support evenings for parents/carers

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents'/carers' comments posted in the 'Wibble' box and bullying incident forms will be used to gauge the effectiveness of the policy. Following an annual review, any amendments will be made to the policy and everyone informed. An annual report will then be issued to governors and parents/carers and the policy will be distributed to all members of the school community.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents/carers and children have found useful:

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0808 800 5793	www.ace-ed.org.uk
Anti-Bullying Alliance (ABA)	020 7843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	Not available	www.antibullying.net
Bully Free Zone (BFZ)	01204 454 958	www.bullyfreezone.co.uk
Bullying UK (formerly Bullying Online)	0808 800 82222	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	www.kidscape.org.uk
Leicestershire LEA website devoted to anti-bullying	0116 305 7570	www.beyondbullying.com
Need2know	Not available	www.need2know.co.uk
NSPCC	0808 800 5000	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.familylives.org.uk
The Children's Legal Centre	08088 020 008 (child law advice line)	www.childrenslegalcentre.com
The Children's Commissioner for England (Anne Longfield OBE)	020 7783 8330	www.childrenscommissioner.org.uk

Anti-bullying Senior Management Team lead – Sandra Green.
Anti-bullying Governor lead – Ian Bingle.

Reviewed and updated – Nov 2015 SDG