

WINGROVE PRIMARY SCHOOL



Policy Statement for

Anti-Bullying

Subject leader: Lisa Jones

Approved by GB: 2010

Reviewed: November 2019

Next Review Date: November 2021

Rationale

We at Wingrove are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils will be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell staff. All members of our school are expected to treat each other with consideration and respect. We aim to make all governors, staff, children and parents aware of the school's policy on anti-bullying and to be clear about the definition of bullying.

What is bullying?

Bullying is where one person or a group of people deliberately hurt someone on a **number of occasions and / or over a period of time**. Bullying can make the victim feel unsafe and miserable.

Bullying can be:

Physical: Damaging belongings, hitting, kicking

Verbal: Name calling, insulting, making offensive remarks

Indirect: Spreading nasty stories and rumours, exclusion from groups

Cyber Bullying: Setting up 'hate websites', posting nasty messages/stories on the internet, sending abusive text messages or emails

Prejudice related bullying: because of race, culture, disability, sexuality or because of their shape, size, or looks

Procedures/Responses to Bullying

1. All incidents should be reported to staff
2. All incidents will be recorded by that member of staff in accordance with the school's agreed procedure (CPOMS)
3. In cases of serious bullying, parents/carers will be informed and may be asked to come to a meeting to discuss the problem.
4. If necessary other appropriate agencies may be consulted e.g. EWS, Police, Response anti bullying team.
5. The No Blame Approach may be used if appropriate, and actions taken will be recorded on CPOMS. A summary of the No Blame Approach is available on request.
6. Support and guidance will be offered to the victim
7. Follow-up work will be done in specific classes/assemblies where appropriate
8. In serious cases, exclusion will be considered.
9. All incidents will be investigated and monitored to ensure repercussions do not take place.

Responsibility and Guidance

For Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent any further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence. Tell an adult you trust, they can help to get the bullying stopped.
- Use the thoughts and feelings box in the animal corridor.
- Refer to the child-friendly version of the policy in any of the classrooms and, if you can not find one, ask Mrs Jones.

For Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to Mrs Jones and or their class teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

For Staff

Our Staff will:

- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling someone about the bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to Lisa Jones and or Jane Mullarkey.
- Follow up any complaint by a parent about bullying and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively in accordance with agreed procedures

The Responsibilities of All Everyone should:

- Work together to combat and, hopefully, in time, eradicate bullying.

Prevention

We at Wingrove actively provide opportunities to help children prevent bullying. These may include:

- A child-friendly version of the policy has been created by the pupils in school, this is available in all classrooms.
- Writing a set of school and class rules – Seven Golden Promises
- Signing a contract to abide by the rules
- Introducing a behaviour plan for individuals
- Use of points system/ rewards in class
- Taking part in drama to raise and discuss issues
- Using assembly themes to address key stages and whole school
- Using BUDDIES, SCHOOL COUNCILLORS and PLAYTIME LEADERS and training them to recognise incidents of bullying
- Using PSHCE scheme of work to deliver lessons on bullying
- Using texts as a discussion point to raise awareness and provoke discussion
- Use of Circle Time to discuss feelings/issues
- General class/group discussions about bullying and action to stop it
- Use of praise and positive reinforcement of behaviour via Gold Assemblies, post cards home and class/group of the day/week (Golden Time).
- Liaising with local police and other agencies to deliver assemblies and workshops linked to: Citizenship curriculum
- Providing INSET for staff training
- Respect/Social Cohesion work – see Sadaf Chaudry for information
- Working with Local Authority Response anti bullying team.