Wootton Community Primary School
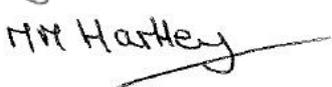
Anti- Bullying Policy

Approved on: January 2018

To be reviewed: January 2019

Headteacher:

Chair of Governors:

Rationale

Wootton Community Primary school is committed to promoting equality, diversity and an inclusive and supportive environment for its children and staff and affirms the rights of individuals to be treated fairly and with respect. We recognise that the most effective way of minimising bullying is to provide a positive atmosphere of caring and friendship, through the ethos of the school and our key school values. Every child and member of staff at Wootton Community Primary school should be valued and be able to learn and work without anxiety or fear from bullying.

Aims

Bullying is unacceptable at Wootton Community Primary school and as such we aim to:

- develop a school ethos in which bullying is regarded as unacceptable and where everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported;
- provide a safe and secure environment in which all can learn and work without anxiety, humiliation, harassment, oppression or abuse;
- respond effectively to any bullying incidents that may occur;
- ensure all children, parents, staff, governors and others connected with the school are aware of our opposition to bullying and know that appropriate action will be taken if bullying occurs;
- ensure that everyone takes responsibility for the prevention and elimination of bullying in our school.

Definition of bullying

We recognise that perceptions of what constitutes bullying behaviour can vary between individuals and recognise the importance of a whole school community definition. Bullying is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial. There are many definitions of bullying, but most have three things in common:

- it is deliberately hurtful or threatening behaviour;
- it is repeated over a period of time;
- it is difficult for those being bullied to defend themselves.

Our understanding of bullying and the strategies we adopt to prevent its occurrence are kept high profile in school through our school values and the way they remain an inherent part of the daily life of the school, through assemblies, class discussion and PSHE sessions, BIG Think sessions, the involvement of the School Council and the communication with parents and Governors. Bullying can take many forms, but the main types are:

- **physical** – for example, hitting, kicking, taking belongings;
- **cyber bullying** (see Esafety Policy);
- **verba**l – for example, name calling, insulting, unkind or discriminatory remarks;
- **social** – for example, spreading nasty stories about someone, excluding someone from social groups, tormenting, staring, threatening gestures;
- **a combination of the above** – for example extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats).

Any of these may also have contexts that discriminate in relation to race, ethnicity, sex, sexual orientation, SEN or disability. Other behaviours may also occur which cause harm (sometimes unintentionally) to individuals without constituting bullying. We recognise the importance of developing clarity around this distinction to ensure that all incidents are resolved appropriately and effectively. Examples of this behaviour include:

• harm caused accidentally;
• minor disputes;
• occasional friendship difficulties;
• occasional loss of temper/angry responses to an incident;
• teasing/making jokes where there is no intention to upset another individual.

These incidents will be resolved using a restorative approach where all parties involved are able to discuss the incident in order to reach an agreement which is acceptable to all individuals involved and which enables them to accept responsibility for their own actions and consider how to avoid the same situation in future.

Our E-safety policy is in place to prevent cyber bullying and we regularly promote awareness of the risks of cyber bullying and safe practices when using technology through regular assemblies throughout the year. Any mobile phones brought onto the premises by pupils are kept in the school office. Should any incidents or suspected incidents of cyber bullying occur, they will be dealt with following the procedures outlined in this policy and will be logged by the Headteacher.

Rights and Responsibilities

It is the right of every child and member of staff at Wootton Community Primary School to:
• feel safe from verbal, mental and physical abuse on their way to and from school and whilst in school;
• be addressed by their correct name;
• not have their feelings hurt about the way they look or sound;
• not be subjected to derogatory name-calling, insults, racist jokes, discussions, ridicule and abuse.

It is the responsibility of every child (if they are able to) and member of staff at Wootton Community Primary school to:
• communicate to someone if any of their rights are being abused;
• communicate to someone if they have observed someone else's rights being abused;
• try to prevent abuse and try to improve the life of someone whose rights have been abused.

Strategies to Prevent Bullying

Everyone is responsible for ensuring that bullying is not tolerated in our school. As a community we have a complete commitment towards promoting and implementing the most effective strategies to prevent bullying. These strategies include:
• promoting a strong school ethos which encourages mutual respect and consideration for all individuals through our anti-bullying charter and school values which are reinforced on a daily basis in assemblies, classroom practice and playtime provision and supervision;
• whole school and other assemblies which regularly promote our school values and keep anti-bullying initiatives (including e-safety) high profile;

• ensuring our curriculum reflects our equality & diversity policy in the programmes of study for different subject areas, whilst addressing an anti-bullying focus more specifically through a continuous e-safety strand in our computing curriculum and a well-designed PSHE curriculum which also has a specific "positive relations" strand to coincide with Anti-Bullying Week;

• ensuring all staff, both teaching and non-teaching staff, are aware of those vulnerable groups or individuals in school through regular communications under the direction of SLT.

• adopting a restorative approach to behaviour (shared with all staff and parents) which encourages conflict resolution within a context of respect and the development of an awareness of self-responsibility which prevents a repeat of inappropriate behaviour;

• careful monitoring of behaviour through our 'Good to be Green' policy and a swift response to any concerns to ensure any issues can be identified and resolved quickly;

• promoting the self-esteem and confidence that children need to feel confident to ask for help if they need to;

• ensuring that playtime provision is designed to promote purposeful play and co-operation between children;

• involving the whole school, including Governors, in reporting the effectiveness of anti-bullying measures and identifying any areas for improvement;

• ensuring the Anti-Bullying Policy is shared with all staff, parents (via the school website) and children (pupil version) so that they are clear on the anti-bullying measures in place, and the policy is reviewed annually to ensure it remains as effective as possible.

Reporting bullying/bullying concerns

At Wootton Community Primary School we are committed to taking any incidents of bullying, or suspected bullying, which do arise very seriously. It is the responsibility of any member of our community to report to the Headteacher any concerns they have about bullying or suspected bullying. Children should be encouraged to talk about unpleasant behaviour and should know who to approach with their problems. All reports will be recorded on the school SIMS system.

Responding to bullying/bullying concerns

Any concerns which are reported will be treated seriously and dealt with immediately in order to determine the most effective approach to resolving the issues identified. The exact course of action will vary with each situation but the main objectives should be that bullying incidents are identified, brought into the open, recorded discussed and that strategies are agreed to help resolve the problem. In all incidents of bullying observed, disclosed or suspected, it is important to ensure that:

• concerns will be acted on immediately on the day they are reported;

• it is clear that the bully's behaviour is unacceptable and the bullying must stop;

• concerns will be reported to the Headteacher or a member of SLT;

• the receiver of the bullying behaviour is made to feel safe and is given an opportunity to share their concerns fully with an adult;

• as much information as possible will be gathered and recorded about any incidents, including from any possible eye witnesses;

• the receiver is assured that they will be supported and kept safe;

• the individuals involved are informed clearly of the course of action/strategies put in place to keep them safe;

• any further support needed will be identified and put in place;

• parents are informed and made aware of the strategies put in place to resolve the situation;
• a monitoring period is agreed in which to ensure the situation has been resolved;
• the individual(s) carrying out the bullying behaviour will be talked to by the Headteacher or a member of SLT and any appropriate consequences will be decided on and put in place;
• further support may be identified for the perpetrator to enable them to accept responsibility for their actions and to ensure their behaviour is not repeated;
• the parent(s) of the perpetrator will be informed of the incidents and be involved in the discussion about consequences and further support as and when needed;
• other members of the staff team will be informed as appropriate to ensure they can monitor the situation and remain vigilant to prevent any further occurrences of the behaviour;
• situations not satisfactorily resolved in the view of a parent or any concerned member of staff will be referred to the Headteacher or Chair of Governors if appropriate;
• any bullying between adults is reported to an appropriate person. This may be Headteacher, a member of SLT or a governor. All reported incidents will be dealt with fairly and consistently in line with schools Behaviour policy and with the complete commitment of the whole school community.

Roles and Responsibilities

The Headteacher is responsible for the overall implementation of the Anti-Bullying Policy within the school and ensuring all staff, children, governors and parents adhere to it. This policy will be monitored and the effectiveness will be evaluated in the light of the numbers of bullying incidents recorded, staff response to bullying behaviour and any concerns of children, staff and parents regarding bullying. The Governors will be reported to and annually there will be a policy review.

Note

This guidance is to be read in conjunction with and with due regard to the School's Equal Opportunities, Safeguarding and Child Protection, Collective Worship, PREVENT Strategy HM Government, Keeping Children Safe in Education 2015 and Race Equality Policies.
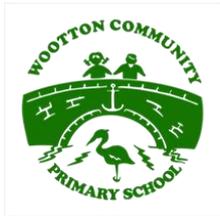
10 Key Principles Anti-Bullying Charter

Wootton Community Primary School has committed to the following principles to prevent and respond to bullying.

Our school:

1. **Listens** - All pupils and parents and carers are listened to and work together to prevent, report and respond to incidents of bullying.

2. **Includes us all** - All pupils, including those with SEND, are included, valued and take part fully in all aspects of school life.

3. **Respects** - All school staff are role models to others within the school in how they treat others.

4. **Challenges** - All forms of inappropriate language is challenged and taken seriously.

5. **Celebrates difference** – Difference is actively and visibly celebrated and welcome across the whole school.

6. **Understands** - All school staff, pupils and parents and carers understand what bullying is and what it isn't.

7. **Believes** - All pupils and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.

8. **Reports bullying** - All pupils within the school and their parents and carers understand how to report incidents of bullying and can name someone in school to talk to.

9. **Takes action** - We respond quickly to all incidents of bullying. Pupils are involved in devising the school rules and Bill of Rights and agree to follow the 'Good to be Green' system, acknowledging the sanctions within this which are acted upon when required.

10. **Has clear policies** - our school's anti-bullying policy reflects these principles and is embedded within other school policies. They are widely and actively promoted to school staff, governors, pupils and their parents and carers.

Signed: _____ (Headteacher)   Date: _____

Signed: _____ (Chair of governors)   Date: _____

Signed :_____(School Council)   Date: _____