

# Anti-Bullying Policy

## Woodloes Primary School



**Approved by:** Andy Mitchell

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## 1. STATEMENT OF INTENT

We are committed to encouraging positive working relationships, by providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Woodloes Primary School. If bullying does occur, all pupils should be able to tell, and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff. All children are to be treated with dignity and respect whilst at school.

## 2. OBJECTIVES

- To show kindness and respect
- To maintain a school environment free from any form of bullying
- To understand that we all have the right to feel safe, valued and respected, and to learn free from the disruption of others
- To help each other to take responsibility for our actions
- To always be kind, caring and helpful to others
- To promote responsible behaviour free from any form of discrimination
- To promote equality and educate against prejudice
- To provide sensitive and immediate support for pupils who are distressed by the actions of another pupil or pupils
- To provide appropriate support for the perpetrator in adapting their behaviour

## 3. WHAT IS BULLYING?

**Bullying is a continuous deliberate harassment or aggression which causes distress to an individual or a group. This can be either physical or psychological and can be inflicted by either one person or a group of people.**

Bullying may include a persistent repetition of one or more of the following:

- Being hit, kicked, pinched, spat at or threatened
- Being called names continuously
- Being made a fool of
- Being teased continuously
- Being the victim of rumours or malicious gossip
- Having property destroyed or spoilt
- Having property taken without consent
- Being socially excluded
- Receiving racial taunts, graffiti and gestures
- Receiving unwanted physical contact or abusive comments
- Receiving unwanted / abusive comments e.g. cyber-bullying, use of mobile phones / social media / game stations

It is not bullying when two children of approximately the same age and strength have the occasional dispute. All incidents will be treated with the utmost respect for all concerned and dealt with sensitively by staff. Governors are kept continually informed regarding behaviour within school.

#### 4. Signs and Symptoms

A child may indicate by signs of behaviour that s/he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to perform poorly 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 perpetrator)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

#### 5. ANTI- BULLYING

How can I stop bullying (*Anti-bullying code*)?

**Don’t:** Take part in the bullying.

**Don’t:** Get involved, tell an adult.

**Don’t:** Ignore bullying.

**Do:** Listen if somebody tells you they are being bullied.

**Do:** Encourage them to tell an adult what has been happening or offer to go with them to talk to a teacher or an adult or offer to tell an adult for them.

## **6. Procedure**

When a member of staff becomes concerned or is made aware that bullying may be taking place, it is recorded / logged on CPOMS. It is then followed up in the following way:

- The class teacher investigates first to substantiate the allegation
- A member of SLT may also investigate the allegation to substantiate the facts before contacting parents
- If concerns are not substantiated no further action is taken
- However, substantiated incidents will be discussed with a senior member of staff and the parents of the pupils involved
- Class teacher, senior member of staff and parents work together to implement strategies to resolve the situation (see below)
- Strategies are monitored by the class teacher and senior member of staff

## **7. Preventative Measures**

In order to prevent bullying the following measures are taken:

- All staff and children recognise Anti-Bullying Week annually to raise all children's awareness of bullying, in schools and elsewhere, and to highlight ways of preventing and responding to it
- The school behaviour policy sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities.
- All staff are vigilant and observe behaviour and social relationships between pupils in class, at break times, lunchtimes and when moving around the school
- All staff recognise that they have a collective responsibility to all the children in the school
- Staff will immediately share concerns with class teachers or members of SLT if they suspect an incident of bullying and begin the process of monitoring those concerned
- All staff act as role models and establish high standards of behaviour between themselves, showing courtesy to each other, visitors and the children
- Children are expected to tell a member of staff if they have a concern
- Posters to encourage respectful behaviour are displayed around the school

## **8. Strategies to resolve issues of bullying**

If a single bullying incident has been confirmed then school staff may just inform parents of the actions to be taken. Strategies employed will be appropriate to the incident being monitored and will include one or more of the following: Both the

victim and the perpetrator will be given support in order to resolve the situation and bring about significant change.

- Obtaining an apology from the perpetrator to the victim
- Providing opportunities for mediation meetings between the perpetrator and the victim
- Imposing sanctions against the perpetrator (see behaviour policy)
- Holding lessons, class or group discussions, assemblies about bullying e.g. misuse of social media would be usefully addressed with additional lessons on safe conduct online
- Providing a safe place / environment during school hours for the victim as appropriate
- Encouraging the perpetrator to change his / her behaviour with guidance and support
- In cases of extreme bullying, advice will be sought from support services and fixed term exclusion will be considered (see behaviour policy and exclusion policy)

## **9. Staffing and Supervision**

We have high expectations of behaviour at Woodloes Primary School and staff take an active interest in the behaviour of all pupils both in the classrooms and around the school. We foster a culture of shared responsibility, everyone working together for the wellbeing of our pupils. Together we strive for best practice and through our high level of commitment, children are well supervised at all times. Everyone should monitor children's behaviour actively, pre-empting negative behaviour choices wherever possible particularly during unstructured times, like break and lunchtime.

**THESE SIGNS AND BEHAVIOURS COULD INDICATE OTHER PROBLEMS, BUT BULLYING SHOULD BE CONSIDERED A POSSIBILITY AND SHOULD BE INVESTIGATED.**