



Witton-le-Wear Primary School.

Anti-bullying Policy

Introduction

The aim of our anti-bullying policy is to ensure that our children learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is unacceptable, anti-social behaviour which can affect anyone. Only by all issues of bullying being addressed effectively will children be able to fully enjoy and benefit from the opportunities available at our school.

The term 'bullying' needs to be identified and defined clearly to avoid confusion with 'one – off' incidents where children may have called another child a name or done something which has upset another child such as not playing with them or having alternative friends to play with, etc. As a school we always strive to deal immediately with any such incidents so that children are not caused distress. However, this is not the same as 'bullying' which we define as:

Deliberately hurtful behaviour, repeated over a period of time with the intention of causing stress or upset to another child. Bullying can be viewed as either direct or indirect:

- physical (hitting, kicking, stealing).
- verbal (name calling, racist remarks).
- indirect (spreading rumours, excluding someone from social groups over an extended time period, issues happening online).

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 also be evidence of changes in work patterns or lack of concentration. Pupils must be positively encouraged to report any incidents of bullying within school in a mutually respectful and supportive environment.

Statutory Duty of Schools.

Head teachers have a legal duty under guidance from the DfE to draw up a policy and procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. This policy reflects this guidance and duty. In certain cases, it may be appropriate to consider whether incidents fall under the remit of Child Protection and Safeguarding procedures and guidance, and specific actions taken.

Covid 19: We will need to be aware as a school that because of the Covid 19 and national school closures and lockdowns, some children may now be feeling more anxious or emotional than usual due to a variety of wider factors. This may/could lead to situations where children can misinterpret or misread certain situations, or possibly be very sensitive to the actions of other children. With this in mind we will need to be very mindful as a staff that we make every possible effort to explore alleged bullying incident fully, and from all angles, to try and ensure that we take the best and most appropriate course of action for each specific incident which may take place.

Aims and objectives

Bullying is wrong and can damage individual children - as a school we do all that we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety and worry.

This policy aims to produce a consistent school response to any bullying incidents that may occur. It supports, and should be read in conjunction with the DCC guidelines and policy and materials from the DfE and Ofsted.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Implementation.

School.

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 and given to the Head teacher.
- If appropriate, the head teacher will interview everyone concerned from all angles and record the process.
- Teachers will be kept informed, and involved, where appropriate.

- At all times we will seek to find out information from all parties concerned so that children can see that the process is fair, consistent and clear.
- Parents will be kept informed at all times.
- If the bullying taking place is of an online nature then it may be that the police will need to be contacted and involved in this process.
- Strategies or sanctions will be applied as appropriate and in consultation with all parties concerned.

Pupils.

Pupils who have been bullied will be supported by:

- being given an immediate opportunity to discuss any incident or concern with a member of staff.
- reassuring and supporting the child.
- working with the child to restore and build up self-esteem and confidence.

Pupils who have bullied will be helped by:

- Receiving pastoral support and guidance by an identified member of staff within school who has this designated role within school.
- discussing what happened
- discovering why the pupil became involved.
- establishing the wrong doing and the need to change this behaviour
- formulating strategies and approached for future use to eliminate further incidents of bullying.
- informing parents or guardians and liaising with them in order to help change the attitudes and behaviour of the child over time.

The following disciplinary approaches and steps can be taken with regard to dealing with incidents of bullying:

- discussions as to why certain behaviour has occurred and strategies to use to prevent this from happening in the future must always be the starting point for dealing with bullying.
- warnings can be given to cease bullying
- -liaising closely with the parents of the child who is instigating bullying or inappropriate behaviour in order to try and eliminate the behaviours being displayed by their child. This may involve devising behaviour charts, etc. if appropriate in order to closely monitor a child's behaviour over given identified time spans.
- detention within the school building can be used where appropriate.
- minor fixed term exclusion.
- major fixed term exclusion.
- permanent exclusion in extreme circumstances.

Within our school curriculum we will raise awareness of issues concerned with bullying through inclusion in PSHCE, assemblies, topic areas and general discussions as and when appropriate in an attempt to limit and eliminate such behaviour.

The role of governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that many incidents of bullying that do occur are taken very seriously and dealt with immediately and in an appropriate manner.

The governing body will monitor the incidents of bullying that occur, and review 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.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the head teacher

It is the responsibility of the head teacher to implement the school anti bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a way in which to discuss with other children why this behaviour was wrong.

The head teacher should ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the school ethos of mutual support and praise for success, and the importance of good relationships 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. This is central to the underlying ethos of our school and its 'big family approach.

The role of the teacher.

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. When appropriate 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, the teacher informs the child's parents.

Where and when appropriate, we keep a record of incidents of bullying and any actions taken. This information is held by the Head teacher in his office in a secure place and incident logs are available on our school learning gateway.

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 sanctions 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 inform the head teacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as social services or behaviour support service.

Teachers will attend training when and where appropriate, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and mutual respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

Parents 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 responses given they should contact the head teacher. If they remain dissatisfied they should follow the school's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The Role of Pupils.

Pupils are encouraged to tell anybody that they trust if they are being bullied, and if the bullying continues they must continue to let adults know.

Pupils are invited to tell us their views about a wide range of school issues, including bullying, through class discussions, school council and pupil questionnaires.

Older children are trained to be Buddies – both within school and using agencies as and when appropriate.

Monitoring and Review

This policy is monitored on a day-to-day basis 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 through discussions with the head teacher, and by looking at any written evidence with regard to incidents of bullying. Analysis may include looking at information with regard to emerging patterns, groups of children or any information relating to racist bullying or bullying directed at children with disabilities or special educational needs.

Review: September 2021

Signed: Mr S Whelerton Head teacher.

Bridget Watt Chair of Governors.