



Wymeswold C of E Primary School

Anti-Bullying Policy

November 2020

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Aim and Rationale

The aim of this school policy is to:

- Promote good behaviour, self-discipline and respect in line with our Christian Values;
- To develop in children a sense of responsibility for their own actions;
- To prevent bullying and create a school community based on mutual respect, in which effective learning can take place and where school life is enjoyable;
- To foster care and respect for the environment, for one's own property and for that of others.
- Regulate the conduct of pupils and provide a scaffold for practitioners and teachers to understand how to tackle disruptive or negative behaviour in order for all children to access learning;

This policy will be published on the school website and on request in the office. It forms a clear standard of behaviour that is expected of all pupils. This policy needs to be read alongside the Behaviour Policy and Safeguarding Policy.

The school has a legal duty under the Equalities Act 2010 in respect of safeguarding and in respect of pupils with SEN.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Conflicts happen in everyday life – disagreements occur between individuals who both have equal power to influence the outcome. Conflict can make children feel angry or upset; but neither side has more power than the other. Bullying is different from other conflicts as it happens:

**Several
Times
On
Purpose**

Bullying can often be motivated by prejudice against particular groups; for example, on grounds of:

- race,
- religion,
- cultural,
- SEN and disabilities,
- appearance or health conditions;
- related to home circumstance;
- homophobic;

- biphobic;
- transphobic
- sexual
- or it might be motivated by actual differences between children, or perceived differences.

As a result of this bullying behavior can take many forms, which can include:

- Physical – hitting or damaging property of others
- Verbal – threats, insults, unkind teasing
- Psychological/ emotional – spreading rumours, social exclusion
- Cyber-bullying – use of ICT via mobile phones/ computers/ internet

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be equally or even more damaging than the physical.

Children must realise that any form of bullying is unacceptable and that such behaviour will be dealt with immediately and appropriately by the staff of the school.

Individual members of staff therefore need to be alert both inside and outside the classroom.

Children must be aware that it is the responsibility of everyone to report acts of bullying as soon as they arise. They need to be aware that this is not 'telling tales'. To be seen to act is as important as taking action. Silence and secrecy nurture bullying. We need to **make it easy for pupils to report bullying** so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying.

A child should report bullying behaviour to a member of staff, they can do this by:

- Talking to any member of staff
- Writing their concerns and putting them in the 'Worry Box' outside on the playground or the 'I Want to Tell You Box' in the hall
- Speaking to their class Anti-Bullying Representative (who know how to report this to a member of staff)

If parents/ carers have any concerns regarding bullying behaviour they should speak to their child's class teacher in the first instance.

Anti-bullying education needs to be a consistent and regular part of the school curriculum for school's response to bullying should not start at the point at which a child has been bullied. We aim to create an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

If you come across bullying what can you do?

Teachers will apply the agreed disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures must be applied fairly, consistently, and reasonably taking account of any special educational needs or

disabilities that the pupils may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves.

There is a protocol to follow:

- Remain calm; you are in charge, do not give the bully control of the situation;
- Ensure the victim is safe;
- Take the incident seriously;
- Take action as quickly as possible;
- Think hard about whether your action needs to be private or public; who are the pupils involved?
- Reassure the victim, don't make them feel inadequate or foolish;
- Offer concrete help, advice and support to the victim(s);
- Make it plain to the bully that you disapprove;
- Encourage the bully to see the victim's point of view;
- Then implement the disciplinary sanctions. The consequences of bullying should reflect the seriousness of the incident so that others see that bullying is unacceptable, however be careful HOW you do this. Reacting aggressively or punitively gives the message that it is right to bully, if you have the power;
- Explain clearly the punishment and why it is being given.

The bullying of anyone in the school environment will not be tolerated. This includes anyone working within the school environment, including all pupils and staff.

Involving Others:

- Inform colleagues if the incident arose out of a situation where everyone needs to be vigilant;
- Refer to the Head or Assistant Head Teacher who will, if necessary, inform both sets of parents of the incident and reassure them that the incident will be dealt with appropriately.
- **Involve parents** to ensure that they are clear that the school does not tolerate bullying and that they are aware of the procedures to follow if they believe that their child is being bullied. Parents then feel confident that the school will take any complaint about bullying seriously and will resolve the issue in a way that protects the child, and encourage the parents to reinforce the value of good behaviour at home.

Preventing Bullying

We have consulted the children to write the ways that we prevent bullying from happening at Wymeswold C of E Primary School:

- We always try to help each other
- We are kind to each other
- We treat people how we would like to be treated ourselves
- We say sorry if we accidentally hurt someone through words or actions
- We always think before we speak
- Try to always be a good friend
- If we hear or see something that we think is worrying we always tell a trusted adult or write it down in the 'I want to tell you something...' box in the hall.

We also:

- The school's Anti-Bullying Representatives have created 'The Friendship Zone' – an area on the playground where children can sit if they are lonely or are having friendship difficulties. A member of the Anti-Bullying team will then go and assist the child in sorting any issues or speaking to an adult.
- Anti-Bullying Representatives regularly share their work in assembly and provide good role models
- Posters show the Anti-Bullying Charter and are places in view around the school
- Midday Supervisors have training about dealing and reporting bullying
- Raise awareness of British Values, E-Safety and Anti-Bullying work through theme weeks, days and assemblies
- Whole school reward systems promote good behavior
- Anti-Bullying Representatives and School Council meet regularly
- School nurse or qualified counsellors offer support for those children who need counseling
- Staff deal with any issues that arise
- Children understand ways to report bullying behaviour and what will happen when something is reported
- Parents will be encouraged to support policy and procedure.
- Incidents that happen outside of school are dealt with by staff in school by discussions with those involved, including parents and possibly the local PCSO.
- All staff receive training about what bullying is and the policy is shared and discussed.

Cyber Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, as content can be forwarded on to other people at a click. Teachers have a responsibility to tackle and respond to this form of bullying even if it happens outside of school time.

Recording

Incidences of bullying behavior will be recorded on the schools 'Bullying Log'.

This will be reviewed regularly to identify and patterns or trends. We will also look target any areas of need.

Circle Time

Circle Time allows children to participate as partners in the process of developing responsibility for their own behaviour and learning. With its co-operative activities and discussion, Circle Time aims to ensure that each child experiences success. When this approach is followed on a regular basis a feeling of equal value is promoted and group identity is reinforced. The basic rule of sitting together in a circle is that eye contact is possible at all times. Other ground rules include taking turns, allowing participants to pass in discussion and showing respect by listening to all contributions. Circle Time can be a vital element in resolving conflict.

The teacher, by participating in the circle becomes part of the group and in this way a trusting climate is created in which no participants feel threatened. There should be no 'put-downs' allowed.

Circle time aims to boost interpersonal skills, strengthen relationships and enhance confidence whilst at the same time, allowing all involved to have fun together.

Circle Time may take place between set times as the need arises or as a cross curricular teaching and learning tool. This forms an integral part of our behaviour policy and pastoral support for the children alongside the SEAL (Social and Emotional Aspects of Learning) materials.

Rewards

Children will be rewarded for good behaviour and this will be ongoing. Rewards take the form of individual recognition – Wows and House Points to contribute to a group achievement.

Equal Opportunities.

Wymeswold C of E Primary School is firmly committed to the principle of Equal Opportunities.

The school aims to develop attitudes and behaviour that promote equality of opportunity and fairness of treatment for all.

The principle of equal opportunity means that discrimination on the grounds of gender, race, colour, disability, nationality, age, religious belief, ethnicity and socio-economic circumstances is unacceptable.

The school will be proactive in ensuring that all staff and children should not be disadvantaged due to discrimination of any form.

Review

The policy will be reviewed at least every two years.