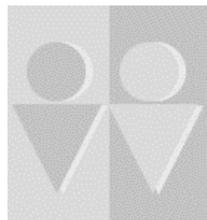


Warmsworth Primary School

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Anti-Bullying Policy



Rationale :

Everyone at Warmsworth Primary School has the right to feel welcome, safe, secure and happy. We have consistently high expectations and will create opportunities for every member of the school community to achieve their potential. We care for everyone and provide a welcoming and secure, environment where trust, honesty and responsibility in all relationships are recognised.

Our approach has been recognised by the Local Authority through accreditation of the Charter Mark for the Anti-Bullying Bronze Award in 2014.

Bullying of any sort creates a barrier to achieving maximum potential and also prevents equality of opportunity. We believe it is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

'Bullying is the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

- *Bullying behaviour deliberately causes hurt or harm (either physically or emotionally).*
- *Bullying behaviour is often repetitive (though one off incidents such as the posting of an image, or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour).*
- *Bullying behaviour involves an imbalance of power (the person on the receiving end feels intimidated and/or they feel like they can't defend themselves).*

Bullying is not:

- *teasing and banter between friends without intention to cause hurt;*
- *falling out between friends after a quarrel or disagreement;*
- *behaviour that all parties have consented to.*

The focus of bullying can be more or less anything that distinguishes an individual and represents a deviation from a presumed norm, e.g. body shape, hair colour, skin colour, family circumstance, etc.

Racist Bullying can range from name calling and verbal taunts, to physical attacks and involves the aggressive targeting of an individual/individuals on the grounds of their perceived racial, cultural, national or religious identity.

"A racist incident is any incident which is perceived to be racist by the victim or any other person." Race Relations (Amendment) Act 2000

Homophobic bullying targets a victim on account of his/her actual or perceived sexual orientation. Children and young people may also be the victims of bullying behaviours as a result of their parent/s or carer/s perceived or actual sexual orientation.

Homophobic bullying may involve physical, non-physical, direct and indirect bullying behaviours. Homophobic bullying may also include the regular use of consciously offensive and discriminatory language, particularly the widespread negative use of the term "gay".

Through this policy, which is an integral part of our Behaviour Policy we aim to:

- **stop** bullying behaviour
- **re-educate** attitudes and behaviour for the future
- **reconcile** pupils involved if possible

Policy into Practice

At Warmsworth Primary we will use the curriculum whenever possible to reinforce the ethos of the school and help children to develop strategies to combat bullying-type behaviour. The school policy will be communicated to everyone:

- through assemblies
- through 'circle time' discussions
- in class activities
- via newsletters to parents /carers/governors
- through role play and drama techniques

There is a common approach to tackling any incidents of bullying. The ethos of the school is that this is a safe, happy place and that bullying of any type will not be tolerated. Staff and pupils work together through being positive role models, discussing potential issues and scenarios through SEAL and PSHCE sessions to ensure all pupils are aware of the damaging effects bullying can have on individuals, including the use of homophobic language. Playground Leaders

organise and support younger pupils at lunchtimes and are effective peer mentors when dealing with conflicts that may arise.

Roles and Responsibilities

Staff will ensure that the children are clear about the definition 'bullying' - that they know the difference between bullying and simply 'falling out'. All reported incidents of bullying will be taken seriously and investigated by staff members.

All staff should remain vigilant and be aware of the signs that a child may be a victim of bullying - for example if;

- he / she becomes reluctant to come into school or play out
- there is a change from their normal behaviour
- he / she becomes withdrawn, disruptive, aggressive or unreasonable.
- They become anxious, or lacking in confidence.

As soon as staff are aware of a bullying problem, they will deal with it as soon as possible and stop it becoming a crisis. Adults will:

- listen and discuss the bullying incident with the victim to determine the extent of the problem.
- listen and discuss the incident with the suspected bully.

Reporting and Recording Procedures for Staff

Staff must tell their line manager about suspected bullying:

- Child's Class teacher
- Phase Leader
- Assistant Headteacher
- Deputy Headteacher
- Headteacher

Class teachers will warn the suspected bully of the consequences of any repetition and a written record will be kept of the incident and given to the Headteacher. The Class Teacher of the victim will be responsible for writing this (see Bullying Incident Report Form).

At this stage the parents of both the victim and suspected bully will be informed.

In order to facilitate co-ordinated action and to ensure effective monitoring, all incidents of suspected and proven bullying should be reported to the Headteacher/Deputy Headteacher.

Following investigation any proven incidents of bullying are recorded and reported electronically to the Local Authority.

Any incident which is racist must also be recorded and reported to the Headteacher & Inclusion Leader and these incidents will then also be reported electronically to the Local Authority.

The Role of Parents / Carers

If parents suspect their child is being bullied:

- they should remain calm and listen to their child
- they should let their child know that it is right to tell someone
- they should believe their child but be open-minded in case there has been a misunderstanding
- they should contact the class teacher as soon as possible
- they should reinforce the message that fighting back is not the answer and model the positive behaviour that children will copy
- support the school if a child is identified to have bullied another child and they should let their child know that they will work with school to stop the bullying

The Role of Children

Children will be encouraged to report all incidents of bullying - to understand that 'a bully is only a bully if he or she is allowed to get away with it'.

If an individual or a group of individuals are continually hurting, upsetting or frightening you or others, stop this by:

- Telling a member of staff immediately
- If you don't feel able to tell your teacher, confide in a friend or friends immediately
- If you have been told about someone being bullied tell a member of staff immediately
- Tell parents immediately, who can then inform staff
- Put a note in the box situated in each class

Cyberbullying

Many children experience the internet and mobile phones as a positive, productive and creative part of their activities and development of their identities. Unfortunately, technologies can also be used negatively. When

children are the target of bullying via the internet or mobile phones, they can feel very frightened. They may not be able to identify that what is happening to them is a form of bullying, or be confident that the adults around them will understand it that way either. A previously safe and enjoyable environment can become threatening and a source of anxiety.

Bullying is never acceptable. The school community has a duty to protect all its members and provide a safe, healthy environment. The Education and Inspections Act 2006 outlines that the Headteacher has the power 'to such an extent as is reasonable', to regulate the conduct of pupils when they are off site. The EIA also provides a defence for school staff in confiscating items such as mobile phones from pupils.

Bullying is not new, but some features of cyberbullying are different from other forms of bullying:

1. **The invasion of home and personal space**
Cyberbullying can take place at any time and can intrude into spaces that have previously been regarded as safe
2. **The audience can be very large and reached rapidly**
The difficulty in controlling messages means the scale and scope of cyberbullying can be greater than for other forms of bullying.
3. **People who cyberbully may attempt to remain anonymous**
The person cyberbullying may never be in the same physical space as their victim
4. **The profile of the bully and the victim**
Cyberbullying can take place both between peers and across generations; it has been known for teachers to be victim. Age or size are not important. Bystanders can also become accessories to the bullying; for example by passing on and forwarding a humiliating image.
5. **Some instances of cyberbullying are known to be unintentional**
It can be the result of not thinking - for example saying something negative online about another pupil, or friend that they don't expect to be forwarded or viewed outside their immediate group.
6. **Many cyberbullying incidents can themselves act as evidence**
This is one of the reasons why it's important to know how to respond.

There are five key areas school aims to address

- **Understanding and talking about cyberbullying**

Everyone needs to be aware of the impact of the bullying. Children and their parents should be made aware of pupils' responsibilities in their use of ICT. Pupils should know that the school can provide them with support if cyberbullying takes place outside school.

- **Policies and Procedures**

If a pupil reports a cyberbullying incident they will be reassured that they have done the right thing. Records will be kept of any incidents of cyberbullying and these will be reported to parents and further actions taken as appropriate, at home and school. School will conduct searches of the internet use at school.

- **Making reporting cyberbullying easier**

No one should feel that they have to deal with cyberbullying alone. Children's awareness of cyberbullying and the school's policy will be taught through ICT lessons, cross-curricular learning and assemblies. Children will be encouraged to report any incidents to any member of staff. This will be investigated and recorded.

- **Promoting the positive use of technology**

School will ensure that children are taught safe ways of using technology and promote safety practices.

- **Evaluating the impact of prevention activities**

Regular reviews are vital to make sure that anti-bullying policies are working and are up-to-date. Annual pupil questionnaires are conducted which also survey pupils' perceptions and experiences of bullying.

Supporting the person being bullied

- Make sure the person knows not to retaliate or return the message.
- Ask the person to think about what information they have in the public domain.
- Help the person to keep relevant evidence for any investigation (e.g. by not deleting messages they've received, and by taking screen capture shots and noting web addresses of online cyberbullying instances).
- Check the person understands simple ways to prevent it from happening again, e.g. by changing contact details, blocking contacts or leaving a chatroom.
- Take action to contain the incident when content has been circulated :
 - If you know who the person responsible is, ask them to remove the content.
 - Contact the host (e.g. the social networking site) to report the incident, block the user and request that the content be taken down.

- Use disciplinary powers to confiscate phones that are being used to cyberbully. Ask the pupil to tell you who they have sent messages on to.
- In cases of illegal content, contact the police, who can determine what needs to be kept for evidential purposes.

Investigating incidents :

All bullying incidents should be properly recorded and investigated. Cyberbullying can be a very serious matter and can constitute a criminal offence. In UK law, there are criminal laws that can apply in terms of harassment or threatening and menacing communications.

- Advise pupils and staff to keep a record of the bullying as evidence. It can be useful to show parents, teachers, pastoral care staff and the police, if necessary, what has happened.
- Take steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.

Working with the bully and sanctions

Once the person bullying is identified, steps should be taken to change their attitude and behaviour as well as ensuring access to any support that is required.

Factors to consider when determining the appropriate sanctions include:

- The impact on the victim: was the bully acting anonymously, was the material widely circulated and humiliating, how difficult was controlling the spread of material?
- The motivation of the bully: was the incident intentional and unintentional or retaliation to bullying behaviour from others

Technology-specific sanctions for pupils engaged in cyberbullying behaviour include limiting internal access for a period of time and informing parents.

Communication of Policy

This policy will be displayed on our school website for all parties to view, and a copy may also be requested from the school office.

This policy will be shared with pupils through assemblies at least once per year, through curriculum based Social and Emotional Aspects of Learning during the year, in addition to the Anti-Bullying Week that we participate in annually.

Complaints Procedure

Should any party feel that they have a complaint regarding the outcomes of this policy being applied, they will be directed towards the school Complaints Policy.

Policy Monitoring and Review

Any amendment made to Policy and Practices will be made and this Policy amended as a result.

Approved : 14.12.15

To be reviewed: Spring Term 2018

Warmsworth Primary School

ALLEGATION OF BULLYING INCIDENT REPORT FORM

Name of Pupil: Class:

Date and time of incident(s):

Name of child who has allegedly been bullied:.....

Name of child(ren) who it is alleged to be doing the bullying:.....

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Details of incident reported (including location)

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Incident reported by:

Name:

Designation:

Incident report to:

Name:

Designation:

Action taken (strategies/discussion)

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Outcome of investigation:

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Parental involvement: telephone / meeting / letter

Class teacher involvement:

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Class teachers signature:

Name (print)

Date

Form completed by: (Print)