

WELFORD SIBBERTOFT AND SULBY ENDOWED SCHOOL

ANTI BULLYING POLICY

Welford, Sibbertoft and Sulby Endowed School is committed to providing a caring, friendly and safe environment for all of its pupils so they can learn in a relaxed and secure atmosphere. We believe that bullying behaviour is totally unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares.

Definition: What is Bullying?

Bullying is when one or more people **deliberately** and **persistently** cause suffering to another person by physical, verbal or other methods, any of which make it difficult for the bullied to defend him or her self.

It is bullying if it is done **Several Times On Purpose (STOP)**.

Bullying can take a number of forms but the main types are:

- Emotional Being unfriendly, excluding, tormenting
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist Racial taunts, graffiti, gestures
- Verbal Name calling, sarcasm, spreading rumours, teasing
- Cyber All areas of the internet, such as email and internet chat room misuse
Mobile threats by text messaging and calls
Misuse of associated technology ie, camera and video facilities

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Children must be encouraged to report bullying in school to a teacher or staff member.

Pupils who are bullying need to learn different ways of behaving.

Principles of this Policy:

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

- All allegations of bullying will be carefully investigated.
- Pupil's, parents and staff will be encouraged to talk openly about the issue.
- As part of the curriculum, greater understanding of bullying will be developed.
- Children will be taught strategies to help them deal with bullying situations which they may encounter.
- Staff will respond calmly and consistently to allegations or incidents of bullying.
- The school will protect and support all parties during school / extra curricular time and on school premises whilst issues are resolved.



Whole School Strategies to Prevent Bullying Behaviour:

- Encouragement and development of good relationships between children and between staff and children.
- The use of collective worship and circle time to explore those relationships, areas of conflict, feelings, ideas and opinions.
- Our programme of PSHE work, curriculum opportunities and work with other agencies to raise pupil awareness of the issues will support this policy.
- There will be regular teacher – class discussion e,g during circle time, dealing with friendship / playtime issues.
- Being aware that even the youngest child can understand the consequences of their own actions.
- A friendship stop where children can go if they are not enjoying playtime.
- Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist “joining in” with bullying.
- Teaching children to say ‘no’ when appropriate or to get help.
- Regular staff monitoring and feedback of behaviour at break and lunch times.
- Graded sanctions are applied depending on the severity of incident.
- Involving parents and the wider community.

What should you do if your friend is being bullied?

- Listen carefully to what your friend has to say.
- Take their concerns seriously.
- Encourage them to tell an adult about the problem.

What should you do if you think your child is being bullied?

- Contact school immediately to discuss the problem.
- Watch for signs of distress; unwillingness to attend school, a pattern of headache or stomach pains.
- Equipment may go missing; children may request extra money or food.
- Clothing and personal possessions may be damaged or missing.
- If the bullying persists keep written records of all incidents including names, dates, times and locations etc.
- Do not encourage your child to hit back; this may only make matters worse.
- Encourage your child to make friends as a child with friends is less likely to be the target of bullies.

What should you do if you think your child is bullying other children?

- Talk with your child and explain that what he or she is doing is unacceptable and makes other people unhappy.
- Discourage members of your family from using bullying behaviour as a means of getting their own way.
- Show your child how he or she can join in other children’s activities without bullying.
- Give praise and encouragement when he or she is kind and co-operative towards others.



- Contact school to discuss the problems your child is experiencing and how best you and the school can, together, work to improve the situation.
- Work closely with the school so that regular discussions can take place.

Dealing with Reported Incidents of Bullying:

- Never ignore suspected bullying.
- Don't make premature assumptions.
- Listen carefully to all accounts.
- Deal with the matter quickly yourself or contact the appropriate member of staff.
- Investigate thoroughly, collecting evidence from all parties involved, make notes.
- Decide on the most appropriate course of action (where bullying has occurred the action that follows will depend on the severity of the incident). A hierarchy of sanctions will be followed,
 1. Warning not to do it again; loss of playtime/privileges.
 2. Involvement of parent/carer if a serious incident or the behaviour has been repeated; loss of playtime/privileges.
 3. Involvement of parent/carer and action planning for managing change in behaviour.
 4. Review of progress towards change in behaviour.
 5. If no improvement the Headteacher may make a final warning before considering fixed/permanent exclusion.
 6. The Headteacher may take the decision to exclude a child immediately for serious bullying. Parents have a right of appeal to the Governing Body.
- Help to put things right between the bully and the bullied (apologies, replacing or repairing broken and torn items and making up for the hurt caused).
- Follow up, checking bullying behaviour has not resumed.

Support for Victims and Bullies:

Victims of bullying will be supported by,

- Being taken seriously
- Acting on their concerns promptly
- Protecting them from repercussions
- Monitoring at frequent intervals to ensure that problems are not recurring.

Bullies will be dealt with within the Christian ethos of our school, given opportunities to reflect on their behaviour, to make amends for their behaviour and to be forgiven for their behaviour.

Children will also be supported in circle time and through PSHE lessons to discuss strategies for avoiding, managing and resolving conflict.

Monitoring and Evaluating the Policy:

Monitoring and evaluating the effectiveness of the policy will be carried out regularly by the Headteacher and class teachers through the following methods,



- Weekly feedback/discussion with staff about children of concern.
- Reviewing Children of Concern books for frequency of incidents.
- Talking with pupils eg, in circle time and PSHE lessons.
- Playground observations and reports from lunchtime staff.
- Feedback from pupil voice questionnaires.
- Feedback from annual parent/carer satisfaction questionnaire.

Separate policies relating to Behaviour, Racial Equality, Child Protection, Disability and Anti-Harassment, Discrimination and Bullying at Work support this policy.

This policy will be reviewed bi-annually.

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Chair of Governors

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Date

