



Woodseats Primary School

Anti-bullying Policy

Staff Co-ordinator: Gosha Khalil, Karen Dunning

Governor with responsibility for Anti-Bullying: Eileen Cross

Representatives from the School Parliament

Headteacher: Sinead Fox

Policy approved and adopted by school in October 2017

Policy to be reviewed in September 2018

What is Bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time and it may be difficult for victims to defend themselves against it. Bullying may be targeted against pupils or staff.

The DfE defines bullying as 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'

There are different types of bullying:

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse, mobile threats by text messaging and calls. May also include the misuse of associated technology ie: camera and video facilities including those on mobile phones)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)

What are the signs and symptoms of bullying?

Signs may be varied and could include the following behaviours. Everyone should be aware of these possible signs and report their concerns if a person:

- Is frightened of walking to or from school or changes route
- Changes their usual routine
- Is unwilling to go to school (school phobic) or begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering or stops talking
- Threatens or attempts suicide or self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Comes home very hungry or has changes in eating habits
- Has unexplained injuries
- Begins bullying others
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

People bully for different reasons and could include:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to feel popular
- because of peer pressure
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)
- a lack of empathy due to a disability (eg. Autistic Spectrum Disorder)

Why we are against bullying

Woodseats Primary School is against all forms of bullying and believes that:

- Everyone has the right to feel safe and happy
- We should treat all members of our school with respect
- If bullying happens it should be dealt with quickly and effectively
- It is important to tell someone if you are being bullied, are bullying someone or know someone that is being bullied

At Woodseats we strive to prevent bullying by:

- Encouraging children and adults to be confident and assertive
- The continual reinforcement of the school rules: *show respect and good manners at all times, follow instructions with thought and care and care for everyone and everything.*
- Regular praise of positive and supportive behaviour by all members of the school community
- Teaching about empathy and emotional intelligence, through the SEAL & PSHCE curriculums and Circle Time
- Ensuring any incidents or reports are treated seriously and dealt with immediately
- Training Lunchtime Supervisors and Playground Leaders to spot and report possible incidents of bullying
- Working with the school parliament, parents and governors to review and improve anti-bullying practise and policy every year
- Taking part in the national 'Anti-Bullying Week', held annually
- All stakeholders being vigilant- especially for those children who may have communication difficulties

Dealing with bullying incidents

When dealing with bullying incidents, we will observe five key points.

1. We will not ignore bullying
2. Staff should not make premature assumptions
3. All accounts of the incidents should be listened to fairly.
4. We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves
5. We will follow up to check bullying has not resumed

In line with DfE guidelines (2011)

'Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.'

Records

The school will keep records of all incidents and the school's response.

Parents, pupils and staff should be aware that all schools have a legal responsibility to involve the police if a criminal offence has been committed.

Advice to pupils

We will always teach our children to talk to someone they trust if they have concerns about bullying - whatever they may be.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear when telling the bully / bullies to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away
- After they have been bullied, pupils should:
- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

1. What has happened to them
2. How often it has happened
3. Who was involved
4. Where it happened
5. Who (if anyone) saw what happened
6. What they have done about it already

The role of parents

When we confirm a child has been bullied or is bullying we will contact pupils' parents to ask them to come into school in order to discuss the incident. It is essential to involve parents when bullying has taken place, either in person or via mobile communication. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim. From this, sanctions and outline plans will be agreed.

We ask parents to contact the school **as soon** as they know or suspect their child is being bullied.

Parents of a child who may be being bullied should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or trusted member of staff straight away

The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Termly review of the effectiveness of interventions via SMT meetings
- School Council Review
- Review of Personal, Social, Health and Cultural Education (PSHCE) assessments
- Parental Questionnaires
- Pupil Evaluations/Questionnaires

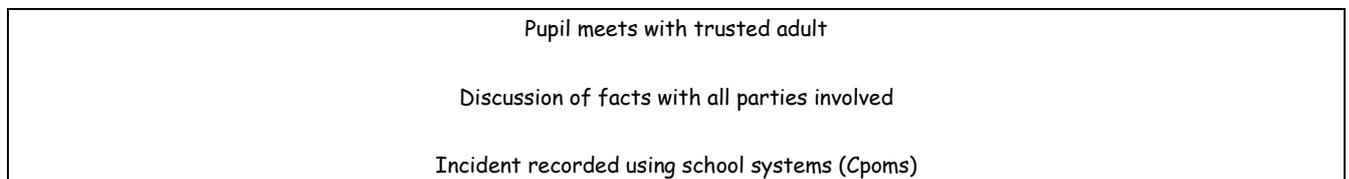
Procedure and pathway of support:

Report of bullying received from a

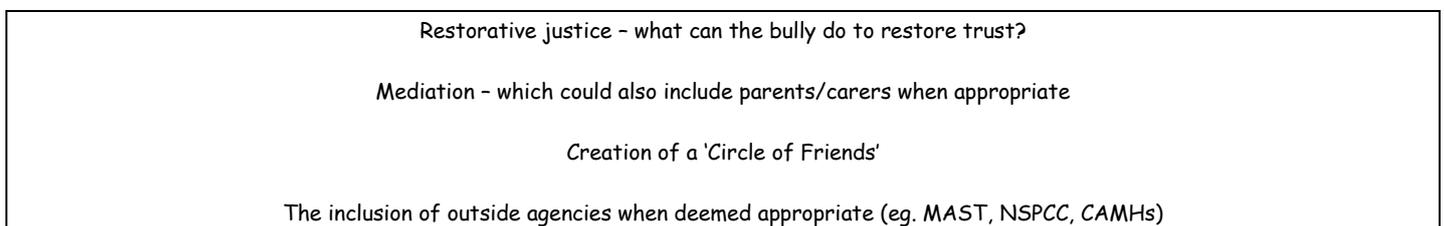
Self-referral by pupil or member of staff

member of staff, another child or parent

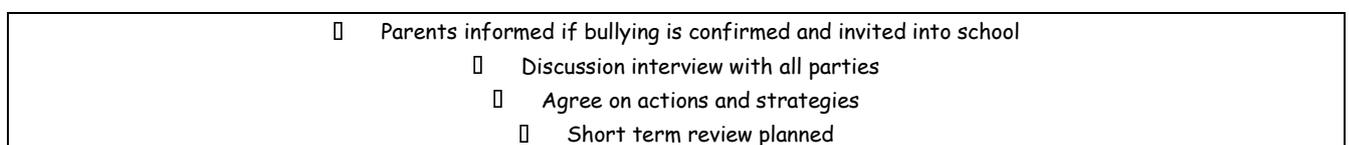
via discussion or disclosure



If bullying continues, between both or one of the parties, a variety of strategies will be used:



Designated SLT member involvement will include:



Headteacher informs Governors who, in turn may inform / seek advice from Local Authority

Support Agencies:

Anti-Bullying Alliance - www.anti-bullyingalliance.org.uk

Kidscape - www.kidscape.org.uk

Childline - 080001111

Bullying Online - www.bullying.co.uk

Family Lives - www.familylives.org.uk

Cyberbullying.org - www.cyberbullying.org.uk

Confidentiality:

All members of staff should ensure that they are familiar with the school's confidentiality policy.

Linked policies:

Behaviour, safeguarding, PSHCE, e-Safety, ICT & Computing Acceptable Use Policies, Confidentiality and Equality Policies