

WHITLEY CHAPEL CE FIRST SCHOOL

ANTI BULLYING POLICY

Rationale

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

The children at the school are given planned regular opportunities to discuss bullying and to concerns about the behaviour of others during School Council meetings, and have stated (July 2018) that they do not think that bullying is a problem at Whitley Chapel.

However, bullying is a subjective and highly emotive experience, taking many forms, which makes it difficult to define. We consider bullying to be:

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or a group
- An imbalance of power leaving the victim feeling defenceless

Bullying can typically take three forms

1. Physical bullying *hitting, kicking, taking belongings*
2. Verbal bullying *name calling, insulting, making offensive remarks*
3. Indirect bullying *spreading nasty stories, exclusion from social groups, making threats*
4. Cyber bullying *unwanted or nasty messages sent by computer or text*

The very nature of the behaviour will mean that there will be constant change. Schools can become stressful, unhappy places for children and adults alike. Bullying is the type of behaviour which takes place away from the eyes of adults, or supervisors. It is only through vigilance, awareness and a common will to tackle the issue that bullying can be addressed.

Aims of Policy

- To be proactive in ensuring all children are happy and feel secure in school
- To reduce the frequency of bullying incidents
- To increase the likelihood that incidents are disclosed to responsible adults
- To intervene effectively when bullying happens

The Ethos of the School

We are a Church of England school, and as such we want to live out the Christian values of acceptance, justice, reconciliation and forgiveness. By means of teaching through Collective worship, Circle time, PSHE lessons and the School council we will always encourage children to be polite, kind and caring towards others.

The school aims to promote a calm and happy atmosphere where children can feel valued. We recognise that every child matters and that their health and well-being can be promoted through play. The children are encouraged to play with equipment during playtimes. Pupils in Year 3 and 4 are encouraged to look out for the younger children, to help them share play equipment fairly and for resolving minor disagreements. Staff are aware that it is during unstructured times such as playtime and lunchtime that children may feel vulnerable. There are always two members of staff on duty. Lunchtime Supervisors have been trained to identify hazards and manage the environment safely and have basic first aid.

The Anti-Bullying Policy is reviewed alongside the Home School agreement and parents are updated via school newsletters. It clearly states the whole school policy in terms of classroom rules and expectations of conduct around the school. The children are reminded during assembly times and by class teachers of the importance of good behaviour.

Children are only allowed to enter the building during playtime and lunchtime if they have asked an adult. This ensures that children are not given access to places which are not supervised by adults.

Each class has circle times where children are encouraged to discuss issues and raise awareness of problems. It is hoped that any child who is worried about any aspect of school could talk with either a friend or a teacher if they were not confident to talk in a circle time lesson. The School Council meets regularly and they discuss issues and concerns that are relevant to them. There is a box in the school Hall where pupils can leave notes anonymously to raise concerns about different issues, and this is looked at by the School Council committee in advance of meetings.

The kinds of behaviour that count as bullying

Although they do not consider bullying to be a problem at the school, there are occasions when children do not act in a kind and considerate way. There has been much research into what children perceive bullying to be. Bullying generally fits into one of two categories: emotionally or physically harmful behaviour. These include:

- Conscious desire to hurt, threaten or frighten someone.
- Aggressive behaviour towards another person which causes pain.
- Actions which deliberately make someone feel isolated and lonely.
- Making someone feel different from the others.
- Using words deliberately to cause hurt e.g. name calling, taunting, mocking etc
- Preventing someone from being with their friends.
- Taking possessions and refusing to return them.

- Spreading hurtful and untruthful rumours

Bullying is not always deliberate but is perceived as such by the victim. It is repeated over a period of time and targeted towards a particular pupil by another pupil or group of pupils. The victims of bullying are often too afraid to tell anyone.

Cyber Bullying

Bullying can also take the form of Cyber bullying, where pupils are targeted by means of:

- Spreading sensitive information to people who can use it to make fun of somebody
- Publishing photographs of a sensitive nature
- Sending unwanted messages which intimidate or frighten somebody
- Spreading hurtful or untruthful rumours

At Whitley Chapel we teach children to be aware of how they use technology by means of regular e-safety lessons. This enables them to become aware of the care that should be taken when sharing personal information, and how to recognise when someone is trying to hurt them by means of unkind messages or inappropriate contact, and what they should do if this happens.

Signs that someone is being bullied

There is no fool proof way of knowing that a child is being bullied. Physical injuries are rare and unexplained illness or reluctance to go to school may be caused by other problems. A child may look lonely in the playground or keep apart from others – perhaps they have fallen out with their friends. Adults are often alerted by a distinct change in the pattern of the child's behaviour.

If parents' instincts tell them that something is wrong, they should approach the school. The Headteacher is always available to discuss a child's welfare. If a member of staff is worried about a change in a child's behaviour, they should discuss it with the Class Teacher then the Headteacher. Bullying is an issue which is not always easy to resolve but talking is always the best way forward.

How the school will tackle bullying

The primary role of the school is to help children understand what sort of behaviour is or is not acceptable, to understand their right to feel safe and happy in school, and to empower them to challenge unacceptable behaviour or use appropriate strategies to deal with it. In Whitley Chapel First School all pupils from Reception upwards are taught to use the phrase '**Please don't do that, I don't like it!**' if someone is behaving towards them in a way they don't like. They are responsible for protecting themselves by using the phrase assertively, but if the person who they say it to does not stop, they have the right to report them to an adult, who will then intervene. This is reinforced in weekly PSHE lessons, daily in playtime situations and in depth in our annual Anti-Bullying week of lessons and activities.

If a child approaches a member of staff and says that they feel that they are being bullied, the member of staff will always take time to listen. If there is not time to listen immediately, they will always say when they will have time to listen carefully. Staff should listen first and then clarify the main points. If there are any incidents of reported bullying, including reported incidents of racism, they will be recorded using a standard proforma (see appendix). Children should feel reassured if a note is made of their problem. Staff should not promise to solve the problem but should always offer to investigate. Concerns should then be addressed to the Head who will decide whether to speak to the victim or the alleged bully. Children will always be given a chance to give their side of the story and be given the opportunity to say that a change for the better can be made. Parents will be invited into school if the issue is not resolved or if the victim still feels unhappy. The school will always do its best to investigate situations and to make a difference for the better.

Where bullying is not deliberate it is important for the perceived bully to be made aware of which of their actions are causing distress to others and understand why. Likewise the victim can also be helped to understand that some physical actions and verbal comments are not intended to personally wound or upset.

The school council is empowered, during their meetings, to raise and discuss concerns children may have about bullying and racism in school. There is a buddy system in the playground and a bench nominated as a "friendship benches".

Monitor, review and success criteria:

The school will monitor and review the policy to ensure that incidents and systems to reduce bullying are effective. The policy will be reviewed alongside the Behaviour and Discipline Policy.

Linked policies i.e. child protection, human rights, equal opportunities, behaviour and discipline are reviewed and kept up to date.

Incidents of bullying will be logged. The children do have the opportunity to suggest ways of improving the school environment so that incidents of bullying remain rare. Any children causing concern will be discussed during whole school staff meetings. Whitley Chapel is proud of its record of very low incidents of bullying.

Staff will continue to be vigilant and report any concerns they might have and are fully aware of the County guidelines.

Appendix 1

Whitley Chapel CE Primary School

Bullying Incident Report Form

Name		Class		Date	
Reported by:					
Incident:					
Action:					

Whitley Chapel CE Primary School

Racist Incident Report Form

Name		Class		Date	
Reported by:					
Incident:					
Action:					