

BULLYING PREVENTION POLICY



Adopted: September 2019

Review Date:September 2022

Signature of Governor: Date:

Introduction:

This policy has been based on the DfE guidance 'Preventing and Tackling Bullying: Advice for School Leaders and Governors'.

'It is a basic entitlement of all children that they receive their education free from humiliation, oppression and abuse. Education is compulsory in our society and therefore it is the responsibility of all adults to ensure that it takes place in an atmosphere which is caring and protective'. (D.P. Tattum)

Rationale behind the policy:

Bullying is present to a greater or lesser extent in all areas of society. Bullying, in any form, will not be tolerated at Woodstone. **All** members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self-esteem and emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances. Our school's definition of bullying is:

Definition:

Bullying is behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" (*DfE definition - Preventing and Tackling Bullying: Advice for Headteachers, Staff and Governing Bodies*).

It can take the form of:

Physical – hitting, kicking, stealing or hiding belongings, sexual assault.

Verbal – name calling, insults, offensive or sexual remarks, threatening language.

Racial/Religious/Cultural – where someone is made to feel inferior because of their background, culture or religion

Sexual/sexist – bullying based on something specifically linked to gender

Disability – any exploitation of a particular aspect of a child's disability and/or special educational needs

Relational – social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature

Indirect - defacing property, displaying literature or materials of a racist, sexist or pornographic nature.

Cyberbullying - can include offensive or abusive text or Internet messages.

Homophobic – bullying based on sexual orientation

Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate touching, producing offensive graffiti, spreading hurtful and untruthful rumours or regularly excluding someone from groups or games. It is also bullying when a young person is pressured to act against their will by others or is harassed by unwanted

conduct which violates a person's dignity or creates intimidating, hostile, degrading or humiliating environment.

Bullying, in any form, will not be tolerated at our school. This includes any member of the school community. As a "listening and telling" school we are committed to the creation of positive and safe learning environments for all.

This policy is the outcome of consultation between all members of the school community through questionnaires and meetings.

Purpose of this policy:

- To empower children to challenge what they believe to be unacceptable behaviour.
- To promote the school's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.
- To give children the advice and tools (see Anti-bullying leaflet) they need to empower them.

Guidelines for implementing this policy:

- The policy will be monitored and evaluated annually by the Governors' Behaviour, Welfare and Safety Committee, and will involve all stakeholders.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Children are encouraged to report and challenge all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to children's, staff or parental concerns seriously and support the agreed procedures.

Our proactive strategies include:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- The issue of bullying will be raised regularly in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Opportunities will be taken to promote whole school initiatives such as anti-bullying week, theatre productions and external speakers.
- In our Child Friendly Advice we use the STOP definition. All students are taught what is bullying, what they should do, and have 5 named people who they can tell.

Parents and the community will be encouraged to actively support the policy by working with the school staff and Governors to ensure that we have a safe and happy school.

- Parents will be sent information about what constitutes bullying in order to support their children’s understanding.
- The School Council will include bullying as an agenda item at meetings and peer support systems already in place e.g. Play Coaches will be used to give children additional means of sharing their concerns.
- The Governing body and SMT will monitor bullying via staff meetings and by auditing questionnaires from pupils and parents.
- Bullying will be addressed within the PSHE Curriculum and through the use of assemblies.
- All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and then distributed to all new staff.

PEER ON PEER ABUSE

This school recognises that children sometimes display abusive behaviour towards others and that such incidents or allegations must be referred on for appropriate support and intervention. Such abuse will not be tolerated or passed off as “banter” or “part of growing up”. This abuse could for example include sexual violence and sexual harassment, “upskirting”, initiation/hazing type violence, all forms of bullying, aggravated sexting and physical violence experienced by both boys and girls. Such matters will be dealt with in line with the LEA guidance [Leicestershire and Rutland Safeguarding Children Partnership guidance](#). And [part 5 of KCSIE Sept 2019](#)

EQUALITY STATEMENT

At Woodstone Community Primary School we actively seek to encourage equity and equality through our teaching. As such, we seek to advance the equality of opportunity between people who share any of the following characteristic:

- gender;
- ethnicity;
- disability;
- religion or belief;
- sexual orientation;
- gender reassignment;
- pregnancy or maternity.

The use of stereotypes under any of the above headings will always be challenged.

Our Response to any Bullying

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour policy.) Staff will gather evidence and consult with their line manager.
- In all cases details of the incident and action taken will be recorded. Parents of both the victim and bully will be kept fully involved.
- Our prime concern will be the support and protection of the victim. Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in the light of circumstances and if the bullying continues.
- Strategies to support victims will involve staff and students. Approaches such as circle of friends, no blame approach, buddying and mentoring etc will be considered.
- If it is a serious incident, a child's inclusion on residential visits will be reviewed and temporary or permanent exclusion will be considered after a full review of the facts,
- Bullying incidents will be logged and monitored on a termly basis by the Head, or named member of the SMT. This information will be given to the Governing body each term as part of the Head's Report.
- A Governor will be nominated to have responsibility for maintaining an overview of behavioural and bullying issues.

Role of the Parents

Parents have an important role to play in our anti-bullying policy. We ask parents to:

- Look for unusual behaviour in their children e.g. they may suddenly not wish to come to school, feel ill regularly, or not complete work to their usual standard
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform the school immediately
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Strategies for dealing with bullying

If bullying is suspected we will:

- Investigate bullying behaviour or threats and aim to put a stop to the bullying quickly
- Talk to the suspected victim and any witnesses
- Identify the bully and talk about what has happened to discover why they became involved. Make it clear bullying will not be tolerated
- If the bully owns up then sanctions procedures will be followed
- Parents will be informed and will be asked to come into school for a meeting to discuss the matter
- Incidents of bullying will be recorded in the school Incident Log
- The bully (bullies) may be asked to genuinely apologise. other consequences may take place
- In serious cases suspension, or even exclusion, will be considered
- If possible, the pupils will be reconciled
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Help Organisations:

| | |
|---|---------------|
| Advisory Centre for Education (ACE) | 0808 800 5793 |
| Children's Legal Centre | 0808 802 0008 |
| KIDSCAPE Parents' helpline | 0845 120 5204 |
| Family Lives (formerly Parentline Plus) | 0808 800 2222 |
| Youth Access | 0208 772 9900 |

Signed (on behalf of the Governing Body) _____

Date: September 2019

Review date: September 2022