



Policy Title	Anti-Bullying Policy
Reference	WPS/January2017/Version1
Approving Committee	Health, Safety & Safeguarding
Chair of Committee	Headteacher
Date of Next Review	January 2019

Mission Statement

Woodborough School is all about...

**Christian caring
Happiness
Inspiring
Learning together
Diversity
Rewarding
Enabling
Nurturing**

This document was written by the Parents & Partnerships Committee and should be considered in conjunction with other school policy documents including: Equal Opportunities, Race, Age and Gender Equality; Health & Safety; Special Educational Needs; Able, Gifted & Talented; Ethos, Behaviour & Discipline; Teaching & Learning; Assessment & Record Keeping; PSHE; and Safeguarding (Child Protection & E-safety).

Introduction

It is a government requirement that all schools have an anti-bullying policy. Woodborough Church of England Primary School recognises its legal duty under sections 175/157 of the 2002 Education Act to work with other agencies in safeguarding children and protecting them from significant harm. These duties are defined by:

- Working Together to Safeguard Children (March 2015)
- Keeping Children Safe (DfE September 2016)

DfE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal), or indirect (for example being ignored or not spoken to). It also includes inappropriate text messaging, emailing and social media sites (cyber-bullying). This policy covers all types of bullying including that which relates to race, religion, sexual orientation, or culture, special educational needs, to appearance or health conditions, or to home circumstances.

Statement Of Intent

As a Christian school, we believe that everyone should feel wonderful, amazing, loved, valued and unique. We are committed to providing a caring, friendly and safe environment for all of our children and staff so they can learn and work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils and staff of Woodborough School feel confident to activate the anti-bullying systems in school and be able to tell and know that incidents will be dealt with promptly and effectively.

We are a *TELLING* school.

This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts an individual or group, either physically or emotionally, so that their safety, confidence and happiness are diminished.

Bullying can be:

Emotional

being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical

pushing, kicking, hitting, punching or any use of violence

Racist

racial taunts, graffiti, gestures

Sexual

unwanted physical contact or sexually abusive comments

Homophobic/Biphobic/Transphobic

focussing on the issue of sexuality and or gender identity

Verbal

name-calling, sarcasm, spreading rumours, teasing

Cyber

all areas of Internet, such as email & Internet chat room misuse, on social networking sites/gaming, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Disability

targeting children who have special educational needs or disabilities

Based on difference

bullying based on any real or perceived difference

BUT it is not bullying when two children of roughly the same age and strength have the occasional fight or quarrel.

Why Is It Important To Respond To Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils and staff who are bullying need to learn different ways of behaving.

We have a responsibility and will respond promptly and effectively to issues of bullying.

Aims Of This Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs And Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises

- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Children / parents report bullying incidents to staff.
2. Incidents are thoroughly investigated and recorded as appropriate and necessary.
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. Assistance will be given to help the bully (bullies) change their behaviour.

Prevention

We believe that the most effective way to combat bullying is to take a proactive stance, so that all members of our school are aware of their responsibility to create a safe environment. Curriculum time is used to raise awareness of bullying and to develop personal as well as school strategies for dealing with it. Our PSHE scheme Learn 4 Life, includes work on self-esteem, assertiveness, respect for self and others and a line of communication to follow if a child needs to talk to someone. We also include the SEAL scheme (Social and Emotional Aspects of Learning), to promote pupils' emotional health and well being. This has a strong anti-bullying focus that is developmental and age appropriate. Units of teaching and learning are planned to coincide with National Anti- Bullying Week each November. We recognise that while children may be able to respond sensitively to materials that depict bullying it takes time and repeated discussion for them to apply it to their own behaviour.

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, class teachers will discuss bullying and what children should do if they are being bullied.

We are a *TELLING* school and anyone being bullied should be encouraged to 'tell' as their prime strategy.

What Do You Do If You Know Someone Is Being Bullied?

- a) Take action!
Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

What To Do If You Are Being Cyberbullied

Children may not always recognize teasing as bullying. Sometimes they may feel too embarrassed or ashamed to talk to your friends, teachers or parents about it. That is why it's important to talk about online and digital behaviour before children start interacting with others online and with devices. If you or someone you know has been bullied online, here are some steps you can take immediately:

- **Save and print out bullying messages.** If the harassment continues, you will have evidence. This could be important proof to show parents or teachers if the bullying doesn't stop.
- **Sign off the computer.** Ignore the attacks and walk away from the cyberbully.
- **Don't respond or retaliate.** If you are angry or hurt, you might say things you'll regret later. Cyberbullies often want to get a reaction out of you, so don't let them know their plans have worked.
- **Block the bully.** If you get mean messages through IM or a social-networking site, take the person off your friends list. You also can delete messages from bullies without reading them.
- **Talk to a friend.** When someone makes you feel bad, sometimes it can help to talk the situation over with a friend.
- **Tell a trusted adult.** A trusted adult is someone you believe will listen and who has the skills, desire, and authority to help you. Telling an adult isn't tattling -- it's standing up for yourself.

The Role Of Governors

To monitor the incidents of bullying and regularly review the effectiveness of the school's policy. The governing body will respond within ten working days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Role Of The Head Teacher

To implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. To report to the governing body about the effectiveness of the policy.

The Role Of The Teacher

Support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role Of Parents

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

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) 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 view will be taken seriously and appropriate action will follow.
- d) If a child has bullied your child, please do not approach that child or parent on the playground or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to fight back because it can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- h) 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.
- i) Ensure that children are made aware of the difference between bullying and disagreements.

Our ultimate aim is to provide a learning environment free from any threat or fear that will enable us to support the aspirations, achievement and welfare of everyone at Woodborough School.

Guidelines for School Staff

Strategies For Dealing With Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- a) Talk to the suspected victim, and any witnesses.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Woodborough School.
- c) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- d) Incidents of bullying are recorded.
- e) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.
- f) Continue monitoring the situation to ensure no repetition.

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a home-school agreement
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- use of SEAL resources to support national Anti-Bullying Week

Outcomes

1. The bully (bullies) will be asked to genuinely apologise. Other consequences according to the Behaviour Policy may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Appendix A

Central Logging Form for bullying incidents of children and young people in schools

Reported by:

Name and year group of the pupil/s who have been bullied:

Name and year group of the pupil/s who have bullied:

Date of incident/s _____

Time of incident/s _____

Indicate type of incident/s – please tick one or more boxes

Verbal abuse		Isolation (including being ignored or left out)		Physical abuse	
Having personal possessions taken/ causing damage to personal property		Cyber bullying (including text messages, emails, social networking sites...)		Being forced to hand over money	
Being forced into something against their will		Spreading rumours/ nasty notes		Other (please specify)	

Brief description of incident/s

Advice given/ action suggested by person who logged this complaint

- Have the parents/carers of the pupil/s who were bullied been informed?

- Have the parents/carers of the pupil/s who have bullied been informed

Appendix B

Useful sources of information and support for children and young people and their parents/carers:

- ask** Helpline: 08457 585072 or 01380 872915 email: info@askwiltshire.org (a Wiltshire based charity who support parents/carers) www.askwiltshire.org/info-centre
- Childline** Helpline: 0800 1111 (open 24 hours a day - aimed at children who are experiencing bullying problems)
For children who are deaf or hard of hearing textphone service:
0800 400222 www.childline.org.uk
- DirectGov** Information on different types of bullying, what to do about bullying, and information and advice for people who are bullying others and want to stop. www.gov.uk/bullying-at-school/the-law
- EACH** EACH has a freephone Actionline for children experiencing homophobic bullying: 0808 1000 143. It's open Monday to Friday 10am-5.00pm www.eachaction.org.uk/
- Kidscape** Helpline: 020 77303300 (aimed at parents, guardians or concerned relatives or friends of bullied children) www.kidscape.org.uk/

Appendix C

Useful sources of guidance for schools in preventing and responding to bullying incidents:

The latest local and national documents relating to addressing bullying in schools can be found on the Wiltshire Healthy Schools website:

<http://www.wiltshirehealthyschools.org/resources/guidance/>

These include:

www.standuptobullying.co.uk

www.anti-bullyingalliance.org.uk

www.nspcc.org.uk

www.childline.org.uk/CyberBullying

www.kidpower.org

Appendix D

<G:\Policies\Child Friendly Anti-Bullying Policy November 2016.pdf>

Appendix E

[T:\Policies\Behaviour Policy, November 2014-2017\Ethos, Behaviour & Discipline Policy, revised September 2016\Appendix 7 Hurting & Bullying Classroom Chart.pdf](#)