Woodland Primary School
'Learning together'

Anti-bullying Policy

Evidence of intentions and practice - for the information of
staff, governors, parents, MAT, OFSTED and DfE

Prepared by:
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Approved by:
Local Governing Body

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WOODLAND PRIMARY SCHOOL

Anti-bullying Policy

At Woodland Primary we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender reassignment, pregnancy, maternity, religion or belief, sex, or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.

1   Definition of Bullying

1.1   Bullying is
  - deliberately hurtful behaviour.
  - repeated, often over a period of time.
  - difficult for those being bullied to defend themselves.
  - often a secretive activity.

   "Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm." *National Centre Against Bullying*

1.2   Bullying may take many forms:
  - Physical – hitting, kicking, pushing, pinching.
  - Verbal – name-calling, insulting, making racist or other hurtful remarks, threatening, spreading unpleasant stories about someone.
  - Indirect – making gestures (a clenched fist), body language (a swagger).
  - Exclusion – excluding someone from social groups in order to intimidate.
  - Extortion – forcing someone to hand over sweets, belongings, etc.
  - Hiding things – hiding coats, shoes, pencil cases, etc.
  - Spoiling things – scribbling on work or destroying a game.
  - Online Bullying – the use of Information Communication Technology, particularly mobile phones and the internet, to deliberately hurt or upset someone.

1.3   <u>These actions only constitute bullying if carried out consistently</u>.

1.4   Encouraging other people to engage in any of these types of behaviour can also be bullying.

2   Aims and objectives

2.1   Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2   We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.3   This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4   We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

2.5   It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played one someone. Children and young people do sometimes fall out or say things because they are upset. When occasional problems like this arise it is not necessarily classed as bullying unless it is done repeatedly and on purpose.

3   The role of governors

3.1   The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

3.2   The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

3.3   The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4   The role of the school management team

4.1   It is the responsibility of the headteacher, together with the deputy head, 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. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2   The leadership team ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The children's attention is drawn to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

4.3   The leadership team ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

4.4   The school sets a climate of mutual support and praise for success, along with following the Restorative Practices Model, therefore making bullying less likely. When children feel they

are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

4.5 Victims of bullying need to be able to communicate with school staff which means that it is important to build up a feeling of trust between pupils and adults in the school. In cases of persistent bullying the Emotional Well Being Team and the class teacher will work together to establish the facts and liaise with children and their parents.

5 The role of the teacher

5.1 This document is not a discrete policy but must be seen as part of other policies concerned with discipline, behaviour and the personal and social education of pupils. As such, it concerns all members of staff within the school.

5.2 Teachers in our school take all forms of bullying, and alleged bullying, seriously and intervene to prevent incidents from taking place. If staff witness an act of bullying, they do all they can to support the child who is being bullied. e.g.
- Discuss with the victim - this will require patience and understanding.
- Identify the bully/bullies - obtain witnesses, if possible, and record their response.
- Confront the bully with the detail and ask them to tell the truth - make it clear that bullying is not acceptable at Woodland Primary.
- Record the incident on the online reporting system CPOMs and tag in the Wellbeing Assistant (Mrs Rutter) Deputy Headteacher (Miss Kirk).
- Inform the Headteacher (Mrs Dodson).
- Inform the parents of both the victim and perpetrator.
- Outcome examples
    - Use age-appropriate sanctions (refer to Behaviour policy)
    - Use of Restorative Circle to build and restore relationships
    - Continue to monitor the victim and record all actions and outcomes on the the online reporting system CPOMs and tag in the Wellbeing Assistant (Mrs Rutter) Deputy Headteacher (Miss Kirk).
    - The victim and the parents of the victim are asked how they feel the incident has been dealt with, and their response is recorded on the online reporting system CPOMs and tag in the Wellbeing Assistant (Mrs Rutter) Deputy Headteacher (Miss Kirk).
    - Involve external agencies, if necessary.
    - As a last resort, if the incident(s) still continue, the school may utilise the behaviour policy.

6 The role of pupils

6.1 Children must know that bullying is wrong and that it is unacceptable behaviour in our school and in the community at large.

6.2 We expect children to respect one another and to adopt a responsible and caring attitude towards their peers. They are encouraged to be a 'good friend' to recipients of hurtful behaviour.

6.3 Children are encouraged to report all incidents of bullying, either involving themselves or others. They must understand that they will be taken seriously, and that appropriate action will be taken.

6.4   Children are also encouraged to take an active part in the prevention of bullying using a range of strategies eg: Jigsaw curriculum, themed assemblies, class circles, peer support, national events (Anti Bullying and/or On-Line Safety week) etc.

7   Parents

7.1   Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. They agree to this through acceptance of the home-school agreement.

7.2   If you think your child is being bullied you should talk to the teacher, or a member of the Safeguarding and Wellbeing team (Mrs Rutter or Miss Kirk), as soon as possible.

7.3   Advice for parents:

Notice the following:	Action:
If your child is seeking more/less attention	Take the matter seriously
Not wanting to come to school	Make a diary of incidents
Having frequent minor illnesses	Help your child deal with the situation
Any bruises or torn clothing	Do not approach the bully or their parents
Becoming withdrawn	Do not tell your child to fight back
Any change in behaviour	Contact the school

7.4   If parents/carers are not satisfied with the response to any reports of bullying from the class teacher or Safeguarding and Wellbeing team, they should contact the Headteacher (Mrs Dodson). If they remain dissatisfied, they should follow the school's complaints procedures.

8   Managing Online bullying

8.1   Many young people and adults find using the internet and mobile phones a positive and creative part of their everyday life. Unfortunately, technologies can also be used negatively. When children are the target of bullying via mobiles phones, gaming or the internet, they can often feel very alone, particularly if the adults around them do not understand cyberbullying and its effects. A once previously safe and enjoyable environment or activity can become threatening, harmful and a source of anxiety.

8.2   It is essential that children, young people, organisations, and parents/carers understand how online bullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.

8.3   Schools have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable'. This can relate to any bullying incidents, including online bullying, occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

8.4   Childnet have produced resources and guidance that can be used to give practical advice and guidance on online bullying: https://www.childnet.com

8.5   Other useful websites include:
- **Childline** www.childline.org.uk
- **Kidscape** https://www.kidscape.org.uk
- **Anti-bullying Alliance** https://www.anti-bullyingalliance.org.uk

- Thrive Hull https://www.howareyoufeeling.org.uk

8.6   Online bullying (along with all forms of bullying) will not be tolerated. All incidents of online bullying reported to the school will be recorded on our CPOMS system under E-Safety.

8.7   There will be clear procedures in place to investigate incidents or allegations of online bullying:
- Children and young people, staff/volunteers and parents/carers will be advised to keep a record of the bullying as evidence.
- We will take steps to identify the bully, where appropriate, such as examining system logs, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary.

8.8   Sanctions for those involved in online bullying may include:
- The bully will be asked to remove any material deemed to be inappropriate or offensive.
- A service provider may be contacted to remove content.
- Internet access may be suspended for the user for a period of time.
- Parents/carers may be informed.
- The Police will be contacted if a criminal offence is suspected.

9   Monitoring and review

9.1   This policy is monitored on a regularly by the Headteacher, who reports to governors about the effectiveness of the policy on request.

9.2   This anti-bullying policy is the governors' responsibility, and they regularly review its effectiveness. They do this by examining the school's anti-bullying logbook, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Links to other policies
SEND
Single Equality Scheme
Safeguarding Policy
Relationships and Sex Education Policy
Physical Intervention
Behaviour Policy
Attendance
Complaints
E-Safety
Equality and Diversity