



Whinstone Primary School – Anti – bullying Policy

Principles and Values

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to.

Bullying will not be tolerated. In Whinstone will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Everyone at Whinstone Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible at Whinstone Primary School.

Objectives 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.

The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

What Is Bullying?

Bullying is deliberately hurtful behaviour used by a group or individual that is repeated over a period of time that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or continuous over long periods of time.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, biting, hitting, punching or any use of violence
- Racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Direct or indirect verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying - all areas of internet, such as email and internet chat

- Social media misuse eg Facebook, Snapchat, Instagram
- Mobile threats by text messaging/pictures and calls
- Misuse of associated technology , i.e. camera and video facilities, iPad, games consoles.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in any part of the school: in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- The type of group involved, for example gender, race, religion
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Staff must remain vigilant about bullying behaviours and approach this in the same way as any category of Child Abuse; that is, do not wait to be told before they raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Signs and Symptoms for Parents and Staff

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child: (not exhaustive)

- is frightened of walking to or from school
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen/hidden)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- change in attitude to people at home
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- gives improbable excuses for any of the above

These signs and behaviours *could* indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

Prevention

Prevention is better than cure so at Whinstone we are vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies in preventing and understanding the consequences of bullying, for example: class assemblies, PSHE and Citizenship lessons, assembly themes, Anti-bullying week. Friendship Stop, E-Safety curriculum.

Kidsafe - At Whinstone, we have two members of staff (Mrs Woodley and Mrs Collier) who are 'Kidsafe UK' trained tutors. They deliver the detailed lesson plans that cover all ways that children need to keep themselves safe. The Kidsafe mission is to protect, educate and empower children without shattering their innocence. With the help of the puppet, KS, the Kidsafe courses are designed to help children to take an active role in deciding how themselves can recognize and protect themselves from all forms of abuse. One Kidsafe session specifically addresses 'Bullying', with the clear message that bullying is something that happens 'Several Times On Purpose', and as such, bullying must **STOP**. It also discusses the perception of the bully and how s/he also needs to be helped to change their own behaviour.

Rights Respecting School -Whinstone is a Rights Respecting School (UN Convention on the Rights of the Child), we use the themes of RRS in developing children's understanding of what is acceptable behaviour, how this can be promoted and strategies to report and tackle inappropriate behaviours to one another. Article 19 *You have the right to be protected from being hurt and mistreated, in body or mind* is closely linked with bullying.

Anti-bullying Alliance – Whinstone is a member of the Anti-bullying Alliance and use the “All Together” programme to help combat bullying. Pupils are involved in creating and contributing to policy. Staff and governors receive regular updated CPD and tailored training programmes

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep or Rights Respecting School Councillor
- Tell a teacher or adult whom you feel you can trust
- Go to the Friendship stop
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time

Recording of Bullying Incidents

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents using CPOMs. The Class teacher of the victim will be responsible for this. Older pupils may be asked to write a report themselves which can be included with the teachers CPOMs incident. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all incidences of bullying should be reported to the Headteacher using CPOMS. If bullying includes racist abuse then it should also be recorded as a Racial Incident.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child’s age and level of understanding). Other consequences may take place. Eg a parent being informed about their child’s behaviour and a request that the parents support the school with any sanctions that it takes (See Behaviour Policy). Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg Alliance Counselling Services, School health or additional support in the form of Early Help. In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from the learning and engagement team, internal exclusions, or even fixed or permanent exclusion will be considered.

Should bullying include any criminal element such as serious violence or assault, theft or hate crimes school will involve the police.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours. Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at Whinstone, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. This policy is seen as an integral part of our Behaviour and Discipline Policy.

Advice to Parents

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher or a member of staff; Anti-Bullying Co-ordinator (Mrs Burey) or Anti-Bullying governor (Mr Ford)

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Legal Framework

The Education and Inspections Act 2006

Every school must have measures to encourage good behaviour and prevent all forms of bullying amongst students.

- The Act gives head teachers the ability to ensure that students behave when they are not on school premises or under the lawful control of school staff. This includes transport / travel to and from school

The Education Act 2011

states that a school doesn't need the consent of the child in question if staff believe "*that there is a risk that serious harm will be caused to a person if the search is not carried out as a matter of urgency*". For example if the child is carrying prohibited items into school property. Prohibited items include; alcohol; drugs; weapons; tobacco or any pornographic images.

The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it

- Foster good relations between people who share a protected characteristic and people who do not share it.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed we will seek assistance and advice from the police

Anti-bullying Governor – Mr R Ford

Safeguarding Governors – Mrs Williams Reader / Mr T Bowman

Policy agreed Date December 2017

Policy review Date December 2018

HELP ORGANISATIONS:

- Advisory Centre for Education (ACE) 020 7354 8321
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Bullying Online www.bullying.co.uk
- Anti-bullying Alliance <https://www.anti-bullyingalliance.org.uk/>
- Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.