Weston Rhyn Primary School

Anti-bullying policy

2021/22

Taking into account the document: **'Preventing and tackling bullying' (October 2014)**

At our school we are committed to ensuring that all members of our school community feel safe, secure, accepted and supported. We recognise that in the school environment bullying can have a devastating effect on learning and emotional health and well-being. Any incident of bullying behaviour will be addressed to ensure the safety and happiness of pupils. As a school community we care and make it clear that such behaviour is unacceptable and will not be tolerated.

Context

Bullying takes place in this school, as in all schools (and in deed all organisations/work places).

The aim of this anti-bullying policy is to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

What is bullying?

Bullying can have many definitions:

1. **National Context:** It is defined in *'Preventing and tackling bullying' (October 2014)* as:

   *"…behaviour by an individual or group, **repeated over time,** that intentionally **hurts another** individual or group either **physically or emotionally."**

2. As **a whole school**, **staff**, **governors** and **most importantly, children**, have previously developed a WRPS definition of what bullying is:

   'When someone, over a period of time, deliberately threatens, frightens, abuses or hurts another person'

3. Bullying can also often involve:

   "a real or perceived power imbalance."

4. A Year 6 pupil in a Shropshire school recently came up with an acronym that can be useful when discussing bullying with children:

   Bullying is S.O.U.R:

S = Same person/people

O = On purpose

U = Unfair

R = Repeated

This information is shared with all pupils and parents via a leaflet (sent out annually)

Bullying can be related to:

- race, religion or culture

- special educational needs or disabilities

- appearance or health conditions

- sexual orientation, sexist or sexual bullying

- young carers or looked-after children or otherwise related to home circumstances

- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)

- indirect (cyber bullying, spreading rumours, excluding someone from social groups)

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings

- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet

- producing offensive graffiti

- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Bullying can be physical, verbal or mental and can include:

- Hitting

- Name calling

- Teasing

- Leaving someone out

- Putting people down

- Racism

- Threatening gestures and looks

- Damaging people's belongings

- Ganging up

- Demanding money

- Cyber bullying

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying in this school through focused work in SEAL themes in the classroom and by leaflets produced by children on the pupil's notice board.

Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together through an anti-bullying leaflet given out annually in the Autumn term to all families, as well as to all new families joining school.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. A clear line of communication between teaching staff, pupils and lunchtime supervisors has been developed.

There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately.

Legal framework

The Education and Inspections Act 2006 requires that head teachers must determine measures on behaviour and discipline that form the school's behaviour policy, acting in accordance with the governing body's statement of principles in so doing. Measures, in this context, include rules, rewards, sanctions and behaviour management strategies. The policy determined by the head teacher must include measures to be taken with a view to "encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils".   As bullying is part of the school's safeguarding duties to protect children, this policy needs to be read in conjunction with the school's Child Protection policy.

Other related policies

This policy is linked directly to the following policies:

* Behaviour Policy
* Child Protection Policy which includes a statement of confidentiality
* Equality policy

Roles and responsibilities

The role of the Governing body

Governors have the responsibility to:

* ensure that the anti-bullying policy is in place and that it reflects school's values and practice
* ensure the policy is reviewed annually and agreed the full GB.

The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour.

Governors **are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these in termly HT reports.**

The aims of the school's anti-bullying strategies and intervention systems are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy

- react to bullying incidents in a reasonable, proportionate and consistent way

- safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

The role of the head teacher and staff

Policy and procedures

The Headteacher leads on anti-bullying.

All staff are made aware of this policy and its clear links to other key policies

through staff meetings and copies made available in the school office .

The following steps will be taken by staff when dealing with incidents:

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached

- each incident will be investigated thoroughly, sensitively and effectively *(see Appendix A)*

- Whether these are reported by parents, staff or pupils, they will **all** be reported at **"Reported incidences of bullying"** for the purpose of monitoring.

- a clear account of the incident and any actions taken will be recorded in the Bullying Record/Register so incidents can be monitored by SLT

- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher, and appropriate further action is taken

- parents/carers will be kept informed appropriately

- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour

- the school will inform the Local Authority and governors of any racist incident/hate crime

Pupil support

Pupils who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff

- being reassured

- being offered support

- raising their self-esteem and confidence
- being encouraged to report further issues
- arranging a review date/time to discuss outcomes and appropriate follow-up

Pupils who have bullied will be supported by:
- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- establishing what behaviour was inappropriate and why the pupil became involved
- establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up

Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through an annual cross-curricular 'Say No to Bullying' week using the SEAL resources for that theme. Further SEAL themes focus on celebrating diversity, conflict resolution and the social skills of friendship.

Confidentiality (extract from Child Protection Policy)

If a child makes a personal disclosures either in class or to individual members of staff which is a potential child protection issue

Staff have the professional responsibility to share relevant information about the protection of children with professionals, particularly investigating agencies. If a child confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the child sensitively that he or she has a responsibility to refer cases of alleged abuse to the appropriate agencies for the child's own sake. Within that context, the child should, however, be reassured that the matter will be disclosed only to the people who need to know about it. Staff who receive the information about children and their families in the course of their work should have that information only within appropriate professional contexts. Child protection records should be kept securely locked.

If abuse is suspected, information should be given directly to the Headteacher

- The personal information about all pupil's families is regarded by those who work in this school as confidential. All staff working need to aware of the confidential nature of personal information and will aim to maintain this

confidentiality.

- Staff understand they need know only enough to prepare them to act with sensitivity to a pupil and to refer concerns appropriately. It is inappropriate to provide all staff with detailed information about the pupil, the incident, the family and the consequent actions.

The school will provide support for the child and staff members involved, without disclosing detailed confidential information, through the process of investigation and afterwards

The anti-bullying policy will be promoted and implemented throughout the school through leaflets to parents, to children through the SEAL 'Say no to Bullying week', to support and lunchtime staff through class teachers.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The Head teacher will monitor the record of incidences of bullying/bullying behaviour and report to governors in head's reports.

Whether these are reported by parents, staff or pupils, they will be reported at **"Reported incidences of bullying"** for the purpose of monitoring.

Date of policy review: 2023

Appendix A – Reported Incidences of Bullying:

RECORDING INCIDENCES OF BULLYING

Name & Class of pupil reported as being bullied		
Name(s) and Class(es) of pupil(s) reported as the source of the bullying behaviour		
Source of bullying concern/report	Pupil	
	Other Pupil	
	Parent	
	Teacher	
	Other (please specify)	
Name of Person(s) who reported the concern		
Location of incident(s)	Playground	
	Classroom	
	Corridor	
	Toilets	
	Outside of School	
	Other(please specify)	
Type of bullying behaviour	Physical Aggression	
	Isolation/Exclusion	
	Name Calling	
	Intimidation	
	Malicious Gossip	
	Damage to property	
	Cyber-bullying	
Where behaviour is regarded as identity-based bullying, indicate the relevant category	Disability/SEN related	
	Racist	
	Membership of traveller community	
	Homophobic	
	Other (please specify)	

Brief description of reported bullying (behaviour) and its impact (on the victim):

Brief description of the perspective of the (alleged) perpetrator (which may differ from the box above and require further investigation):

Details of actions taken (which may include, but are not limited to):

- Investigation (who/what/where/when/why?)
- Contact with parents of victim/next steps
- Contact with family of (alleged) perpetrator/next steps
- Support for victim
- Support for (alleged) perpetrator (to avoid recurrence)
- Monitoring
- Any additional actions (ie consequences/education)?
- Any outside agencies required?

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Signed:…………………………………………. Date: ……………………………………

Position: ……………………………………………