

Wellow Primary School

ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should 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.

Explicit within this statement is the realisation that **all** behaviour is communicating a message whether from an adult or child.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

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 who are bullying need to learn different ways of behaving.

We believe that:

- All pupils have the right to attend school
- All pupils have the right to be listened to
- All pupils have the right not to be afraid
- All pupils have the right to feel happy and safe at school
- All pupils should be able to trust the staff to act

Our School has a responsibility to respond promptly and effectively to issues of bullying.

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.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

PROCEDURES TO BE FOLLOWED WHEN BULLYING HAS BEEN IDENTIFIED:

A concern is reported
(Parents/child are referred to own class teacher)

The full history/description/ problems are recorded by the class teacher

The class teacher holds conversations with the ‘Bully’ and ‘victim’ (and any other parties)

The parents of the “bully” are informed by the class teacher

Class teacher informs the HTL and passes written records of conversations etc for the school file

Concerns/issues are shared with ALL staff

All staff maintain their duty to observe and monitor the situation and feedback to the class teachers.

Regular updates/monitoring and meetings with all parties are managed by the class teacher and communicated with the HTL

Updates etc are shared with all staff in the weekly meeting and there is ongoing review with all parties

Where issues remain unsolved or are ongoing then the HTL will lead the process

OPPORTUNITIES FOR PUPIL INVOLVEMENT:

- School Council - seeking and representing views of children across the school about what constitutes and defines bullying. Also, the School Council as a forum for discussion and feedback on how frequently it occurs, what the pupils think could and should be done and sharing successful experiences of dealing with bullying.
- Peer Mentors – the Year 6 Peer Mentors receive specific training as a guide to helping them look out for and deal with incidents that may arise in the playground.



- All children will be told the importance of telling an adult if they are being bullied, as well as if they witness episodes of bullying taking place.
- Having friends is one of the best defences against bullying. The role of children who help others make friends and demonstrate/exemplify excellent social skills is extremely important.
- Children who help prevent bullying by reporting it or trying to help those being bullied will be acknowledged and rewarded.

ROLE OF PARENTS/CARERS:

Parents/carers have a crucial role to play in offering emotional support and for raising the concerns of their children with their teacher and the school. Parents/carers may be able to identify signs in behaviour of their children that suggest bullying may be taking place. All incidences of bullying should be reported to the school.

Wellow School feels that discussing issues openly with another parent / child is to be discouraged so that other children and parents are not influenced by the opinions of others.

EQUAL OPPORTUNITIES STATEMENT:

Wellow is committed to working towards equality of opportunities in all aspects of school life. All children at Wellow have the same rights to enjoy a life at school where they can feel confident, secure and safe.

CONFIDENTIALITY STATEMENT: (See also Confidentiality Policy)

All pupils, parents, carers and staff must be aware that staff cannot offer pupils unconditional confidentiality when a pupil first begins to talk about something where confidentiality may become an issue.

Pupils must be reassured that their best interests will be maintained.

If a member of staff believes that a pupil may be at risk of harm they should seek advice from the designated Child Protection Liaison Officer (Beth Larcombe - HTL).

RESPONSIBILITY:

This policy applies to all members of our school community. It is the responsibility of the headteacher, governors and all members of staff to uphold this policy.

REFERRAL TO EXTERNAL AGENCIES:

The Childline number – 08001111 – will be communicated to children as part of the school PSHE programme.

The Emotional Literacy Support Assistant's drop in sessions and Games Clubs are a valued forum for many pupils in talking about incidences of bullying.

REFERENCE TO NATIONAL GUIDANCE AND SCHEMES OF WORK:

This policy was drawn up using a range of national documents and guidance including:

Sex & Relationships Education, Healthy Lifestyles and Financial Capability (QCA 2005), Guidance to Hampshire Schools in writing a Confidentiality Policy – Draft 3 - (HCC 2005), Report into PSHE and Citizenship in Primary Schools (HMI2349) (Ofsted Feb 05), Annual Report in Curriculum and Assessment in PSHE (QCA Dec 05), 'Action against Bullying' (Teachernet 2006), Safe to Learn DCSF 2007

Monitoring, evaluation and review

This policy will be reviewed annually to assess its implementation and effectiveness through feedback from staff, pupils and parents/carers

Linked Policies:

Equal Opportunities
School Vision and Aims
PSHE
Behaviour

Formulation of Policy

Shared with staff:

Shared with Parents:

Ratified by Govenors: