



Anti-bullying Policy

At Walkington Primary School we are committed to providing a secure, supportive, calm and happy working environment where all pupils can flourish and realise their full potential. Bullying of any kind is unacceptable and will not be tolerated. However, we acknowledge that bullying may happen from time to time – indeed, it would be unrealistic to claim that it does not. But, we take all incidents of bullying seriously. When bullying does occur, everyone should be able to ‘tell’ an adult or friendship representative and know that incidents will be dealt with promptly and effectively in accordance with this policy. The prevention of bullying will be achieved through promoting a consistent approach and creating a climate in which all types of bullying behaviour are regarded as deplorable and inexcusable. The school’s vision statement, aims, policies and schemes of work support this.

Aims

- To promote a secure and happy environment that is free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying taking place
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make all staff, teaching and non-teaching aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims

What is bullying?

The DfEE Sheffield Bullying Research Project uses the following definition:

‘A pupil is bullied, or picked on, when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, sent nasty notes, when no one ever talks to them and things like that. These things can happen frequently and it is difficult for the pupil being bullied to defend himself. It is also bullying when a pupil is teased repeatedly in a nasty way.

However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.’

The Hull Community Anti-bullying Project includes the following bullying behaviours in their information pack:

Physical pushing, kicking, hitting, punching and other forms of violence or threats

Verbal name calling, sarcasm, spreading rumours, persistent teasing

Extortion threats usually of violence used to gain money or possessions

Emotional excluding, sending to Coventry, tormenting, ridicule, humiliation

Racist racial taunts, graffiti, gestures

Sexual unwanted physical contact, abusive comments

Gesture Bullying threatening gestures, intimidating body language

Text Technology using mobile phones to send threatening messages/text

Cyberstalking setting up websites to post hate messages

It is important to understand that bullying is not the odd occasion when friends name call, argue or when the occasional trick or joke is played on someone. It is bullying if it is done **several times on purpose (STOP)**.

Children sometimes fall out or say things that upset each other. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where could bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school, but we are only legally responsible for bullying incidents which occur on the school premises. However, at Walkington Primary School, we are also concerned with our children's conduct and welfare outside school and we will do what we can to support and address any bullying issues that occur off the school premises.

Strategies to prevent bullying behaviour:

All adults in school play an active role in preventing bullying. We send messages to children about bullying in the way we act towards each other. Our school is a place where mutual respect is shown between adults and children. Courtesy and consideration for each other should always be shown and power never abused.

- Treat one another with courtesy and respect
- Encourage pupils to care for each other
- Involve the pupils in deciding rules
- Provide an environment which fosters play and positive interaction during recreational times
- Supervise all areas of the school throughout the day
- Use praise and rewards to reinforce good behaviour
- Listen attentively to children
- Explain reasons for rules and actions clearly and calmly
- Liaise with all adults frequently and regularly
- Take part in appropriate training

The curriculum is used to:

- Raise awareness about bullying behaviour and about the school's anti-bullying policy
- Challenge attitudes about bullying behaviour
- Encourage the reporting of incidents
- Increase understanding for bullied pupils
- Help build an anti-bullying ethos in the school

Across the curriculum it is possible to explore issues such as:

- What is bullying?
- What causes people to bully?
- How does it feel to be bullied/to bully?
- What are the effects of bullying behaviour?
- What moral dilemmas do we encounter when we are confronted with bullying behaviour?
- What would our school/society be like if bullying behaviour was acceptable?
- How can we stop bullying?

Activities can be planned to provide opportunities for example in:

PSHCE

- the use of circle times to involve debate and discussion
- social experiences and activities
- Pupil Council, Friendship Reps, use of the Friendship Box
- SEAL Project

English

- drama, role play
- Literature, studying appropriate texts

Religious Education

- study of different cultures and beliefs
- exploration of moral issues
- lives of key religious figures

History

- study of particular incidents
- lives of historical figures

Themed Days and Weeks

- Anti- bullying week
- Healthy School

Assemblies**Procedures for reporting and responding to bullying incidents:**

All staff will respond calmly and consistently to all allegations. These will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations are investigated and resolved. The following step by step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Reassure the victim(s) so that they feel safe and know they have done the right thing in telling they are being bullied
2. Explain that the information cannot be kept confidential if the bullying is to be stopped.
3. Offer appropriate help, advice and support to the victim(s)
4. Listen and speak to all the children involved in the incident

5. Identify the problem and possible solutions
6. Make it plain to the bully/bullies that you disapprove
7. Adopt a problem solving approach with the children so they move on from having to justify their behaviour
8. Take appropriate action quickly to end the bullying behaviour or the threat of bullying.
9. Encourage the bully/bullies to see the victim's point of view
10. Ask the bully/bullies to genuinely apologise. Other consequences take place and sanctions applied
11. Reconcile the pupils, if possible
12. Support the bully/bullies to understand and change his/her/their behaviour
13. Record all incidents and keep reports
14. Inform parents and invite into school for a meeting to discuss the problem in serious incidents
15. Monitor to ensure repeated bullying does not take place
16. Discuss incidents in the weekly staff meeting

The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing
- Loss of privileges
- Spend playtime and lunchtimes with an adult
- Parents invited into the school
- Go on report
- Be removed from class and work in isolation
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum
- Lunch time exclusion
- Fixed term exclusion
- Permanent exclusion

The role of the parent

Some children may tell their parent rather than a member of staff they are being bullied or a parent may be concerned about their child's unusual behaviour. Parents who express concern need to know that:

- The school will take every step possible to ensure their child is safe in school
- A member of staff will listen attentively and sympathetically to the problem
- Any allegation will be thoroughly investigated and outcomes reported back to them
- If bullying has taken place, action will follow

Families can support the school in tackling bullying by:

- Taking an active role in their child's education
- Enquiring how their day has gone and who they have spent their time with
- Informing the school immediately if they think their child may be a victim of bullying
- Not approaching the bully on the playground or involving another child to deal with the bully
- Advising their child not to fight back because it can make matters worse
- Reinforcing the school's policy concerning bullying and making sure their child is not afraid to ask for help
- Informing the school if they know or suspect their child is involved in bullying and discussing the issue with their child so the matter can be dealt with appropriately

- Working in partnership with the school to resolve any problems

Confidentiality

If bullying is to be prevented and stopped, then information must be shared between all the parties involved, child/ren, parents/carers and also with the staff. This will ensure all incidents are thoroughly investigated, action is taken and staff can be vigilant to ensure it does not happen again.

CPD Opportunities

- The Senior Leadership Team are readily available to provide guidance and support to teaching and non-teaching staff on any behavioural issue
- All staff are encouraged to attend 'in house' training and external courses which are relevant to specific identified needs

This policy is linked to:

School Behaviour Policy

Sex and Relationship Education Policy

Further sources of information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following is just a small selection

Community Anti-bullying Project

- 01482 214124 General Enquires

Kidscape

- 020 7730 3300 General Enquires
- www.kidscape.org.uk

Childline

- 0800 1111 Help line for children
- www.childline.org.uk

Family Lives

- 0808 800 2222
- www.familylives.org.uk

Anti-bullying Alliance

- www.anti-bullyingalliance.org

NSPCC

- 0808 800 5000
- www.nspcc.org.uk

Date: Spring 2022

Next Review: Spring 2025 or sooner if deemed necessary