

# Wilton and Barford CE VC Primary School

## Anti-Bullying Policy

This policy is based on the Wiltshire guidance for schools on Anti - Bullying 2014.

The staff and governors of Wilton & Barford Primary School believe that all members of the school community have a right to feel safe and secure. 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. 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.

This policy should be read in conjunction with other related policies and procedures e.g.

- 🌐 Child protection policy
- 🌐 Child protection procedures and record keeping
- 🌐 Behaviour policy
- 🌐 E-safety policy
- 🌐 Intimate care and invasive procedures policy
- 🌐 Disability and equality scheme
- 🌐 Whistleblowing policy

**Everyone at Wilton and Barford will work together to:**

### 1. Aims

- 🌐 Make our school a place where everyone can feel safe and happy.
- 🌐 Help everyone to get along with each other because we believe that everyone has the right to be who they are.
- 🌐 Always treat bullying seriously.

### 2. Definition of bullying

We define bullying as repeated "deliberate, unprovoked, physical or psychological harm by a child, adult or group, against another child, adult or group". It can be distinguished from normal rough and tumble play or other unacceptable forms of aggression in that it is pre-meditated and forms a pattern of behaviour rather than an isolated incident.

### 3. Bullying

Bullying may be physical, verbal or non-verbal, by text message, e-mail, via social network sites or by phone. It is the repetition of deliberate, unprovoked behaviours where children are:

- 🌐 called names
- 🌐 teased
- 🌐 pushed or pulled about
- 🌐 hit or attacked

- 👤 have their bags or possessions taken, hidden or thrown around
- 👤 have rumours spread about them
- 👤 ignored and left out
- 👤 forced to hand over money or possessions

#### 4. People may be bullied because of their:

- 👤 Race
- 👤 Colour
- 👤 Religion
- 👤 Sexual orientation
- 👤 Gender
- 👤 Disabilities, including S.E.N
- 👤 Physique
- 👤 Social or economic background

#### 5. Tell Tale Signs.

Children who are being bullied **may** exhibit some of these behaviours.

- 👤 be frightened of walking to or from school alone
- 👤 be unwilling to go to school or feel ill every morning
- 👤 begin to be poorly at school
- 👤 have clothes or possessions destroyed
- 👤 have possessions go missing
- 👤 cry when left alone
- 👤 have unexplained cuts and bruises
- 👤 ask for money or begin stealing (to give to the bully)
- 👤 become withdrawn and start stammering
- 👤 become depressed and anxious, may stop eating
- 👤 have nightmares
- 👤 begin to bully other children or siblings
- 👤 give improbable excuses for any of the above
- 👤 show a general change in behaviour which causes concern

Any concerns should be reported and discussed with the child's class teacher.

#### 6. Strategies for prevention of bullying

As teachers we must:

- 👤 Teach the children what bullying is (repeated, sustained, deliberate unprovoked physical and psychological harm). And
- 👤 Tell the children regularly that all forms of bullying are NOT tolerated in the school. Everyone is expected to ensure that it does not happen and has the responsibility to tell - this is not telling tales.

- 🌐 Raise self-esteem of pupils through praise, reward system, positions of responsibility, circle times etc.
- 🌐 Help the pupils to understand differences caused by religious beliefs, race, illness, medication, handicap or disfigurement etc. in order to increase tolerance and reduce the likelihood of bullying.
- 🌐 Use PSHEE and circle time to provide opportunities for the children to discuss bullying, what it is, what can be done, etc.
- 🌐 Use PSHEE / role play to teach co-operation skills, and non-bullying ways of resolving conflict
- 🌐 Provide on-going opportunities to bring problems out into the open e.g. through regular circle time or use of a "worry box", puppets, Peer Mediator scheme, etc.
- 🌐 Teach the children that by witnessing an incident of bullying and doing nothing they are actively encouraging bullying behaviour. Bystander power is the biggest weapon we have in tackling bullying, we need to teach pupils how to be effective bystanders and take on social responsibility.
- 🌐 Teach the children strategies for dealing with bullying themselves in an age appropriate manner. (SEAL)
- 🌐 Use PE lessons to teach the children that, when playing a game, the rules are laid down by all players, right at the beginning, and the importance of keeping these rules.
- 🌐 Use assemblies and drama to demonstrate anti-bullying attitudes and the values we want to promote.
- 🌐 Encourage children to make friends and work together through co-operative group work.
- 🌐 Have clearly defined, taught, playground rules and show that it is important to stick to the rules for everyone's best interest.
- 🌐 Reward appropriate behaviour, and ensure that everyone knows the consequences of breaking the rules so that the system is seen to be fair.
- 🌐 Be aware of situations and places where bullying could take place and monitor these.
- 🌐 Keep abreast of the work of anti bullying charities such as Kidscape, Childline etc, and take part in government initiatives.
- 🌐 Watch videos to help explain what bullying is and giving strategies to deal with it.

## **7. Reporting Bullying**

- 🌐 Victims of bullying often feel very isolated and alone; they need to know that once they have told someone about being bullied they will be protected from further bullying. Children at Wilton and Barford, whether victim or bystander, need to know that they can report incidents of bullying to any adult member of staff, teaching or non-teaching, and that all incidents will be taken seriously. Children should be given time to talk and be praised for telling.

## **8. Responding to allegations of bullying.**

All bullying allegations will be taken seriously and incidents investigated thoroughly.

If a parent alleges their child is being bullied, members of staff should:

- 🌐 Recognise parents may be angry or upset
- 🌐 Keep an open mind
- 🌐 Remain calm and understanding
- 🌐 Make clear the school does care and something will be done
- 🌐 Explain the school policy

The following actions will be taken:

- 🌐 Ask for details and record the information (Appendix 1)
- 🌐 Make a further appointment to explain actions and find out if it has stopped
- 🌐 Follow up with staff to ensure that appropriate action has been taken and that the school policy has been implemented

Alleged bullies, victims and witnesses are interviewed separately and observations of the parties concerned are made. If the incident is proved, the appropriate consequence from the school's Behaviour Policy will be imposed on the perpetrator. If there seems to be a pattern of behaviour which indicates bullying, a written record will be made in the Concern's Book in the staff room.

Both perpetrator and victim will be supported.

For the perpetrator:

- 🌐 analyse possible reasons for their actions by looking at the "whole child", which includes both home and school environment,
- 🌐 gather information, eg class room observations,.
- 🌐 investigate the underlying causes and take necessary steps in an attempt to resolve their problems, which may include obtaining advice from outside agencies.

For the victim:

- 🌐 protection from the perpetrator, e.g. asking duty staff to watch out for the victim, keeping the perpetrator in at playtime and lunchtime
- 🌐 assertiveness training,
- 🌐 using the strategies for prevention of bullying.

At this stage parents of both parties will be informed and may be involved in helping to resolve the situation, e.g. home/school contract. If the situation is not able to be resolved, greater involvement of outside agencies may be requested. Exclusion may be considered if difficulties cannot be resolved within the school environment. (See Behaviour Policy).

If the situation appears to have been resolved, it will continue to be monitored on a weekly basis for a term, by talking to the parties concerned and monitoring of the locations in which bullying occurred.

**Bullying outside the school's premises.**

Although the school is not directly responsible for bullying off its premises, through our policy we encourage children not to suffer in silence. If a pupil tells of bullying off the premises, including cyber bullying, the following steps could be taken:

- 👤 Talk to pupils about how to avoid or handle bullying outside school premises.
- 👤 Inform the parents of any Wilton and Barford Primary School children involved.
- 👤 Map safe routes to school and tell pupils about them.
- 👤 Talk to local police about problems on local streets.
- 👤 Talk to Head of another school if applicable.

#### **10. Roles and responsibilities.**

All incidents to be reported to the class teacher and, if it is proved to be a case of bullying, it will be reported to the Head Teacher or her representative, who will keep a record and deal with the situation/ discuss further action.

#### **11. Monitoring and evaluation.**

This will be through an annual scrutiny of records of incidences and questionnaires. Results will be compared year on year. Results are reported to governors annually. A drop in these figures would measure the success of this policy.

#### **12. Allegations of Bullying of children by a member of staff**

Bullying of a child by a member of staff will not be tolerated. Allegations will be thoroughly investigated and the relevant Disciplinary Procedure followed (see Wilts C.C. Personnel File).

#### **13. Bullying in the Workplace.**

The school has adopted the Wiltshire's Harassment at Work Policy for Locally Managed Schools.

This policy is aligned with the principles set out in the school's Child Protection policy and should not contradict these principles.

There will be an annual review of this policy by the Curriculum and Staffing committee.

### **CHILD PROTECTION STATEMENT**

At Wilton and Barford Primary School, we believe that every child has the right to be safe and therefore to be cared for in a way that ensures her/his safety and meets her/his individual needs. We recognise that all children need protection at all times from anything or anyone that may cause them harm and we work together following the Child Protection Policy to ensure this. We respect all members of the school's community and treat information with confidentiality.