

Woodfield Primary School



Anti-bullying Policy

Reviewed October 2016

Next Review Due October 2017

Woodfield Primary School **Anti-bullying Policy**

Aims

- a) To provide a school environment where bullying is not tolerated and pupils feel safe to tell someone, whether another child or an adult, if they are being bullied.
- b) To promote an anti-bullying message through the academic and pastoral curriculum and to encourage all members of the school to act with tolerance, courtesy and consideration to others at all times.

Bullying and the School Behaviour Policy

This Anti-bullying Policy and the school Behaviour Policy are to be seen as working towards the same end.

The following statements are from our Behaviour Policy:

- a) Everyone in the school has the right to be treated as an individual and with respect. Good relationships are vital to the successful working of a school.
- b) Everyone will act with courtesy and consideration at all times.
- c) Students are expected to:
 - Treat people with the kindness and respect they would expect
 - Make it as easy as possible for everyone to learn
 - Always speak politely to everyone.

BULLYING, OF ANY KIND, VIOLATES THESE STATEMENTS AND THEREFORE WILL NOT BE TOLERATED.

Link to other Policies

The School has an Equal Opportunities Policy which provides an over-arching framework that stresses our commitment to the maintenance of cohesive community within and around Woodfield Primary School. It is underpinned by the 2010 Equality Act, which makes it unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their :

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

The school places the promotion of equality of opportunity at the heart of all of its work and seeks to ensure that its aspirations are understood and acted upon consistently at all levels. The Anti-Bullying Policy is one of a number of individual policies and plans that follow underline our commitment to equality of opportunity and detail more explicitly our approach. They also include our:

- Equality Statement
- Equal Opportunities Policy

- Racial Equality Policy
- SEN Policy
- Access Plan
- ICT Safety Policy
- Pupil Internet Use Policy

What is Bullying?

Bullying is the deliberate, unprovoked and unjustifiable use of force, either physical or mental, by an individual or group. It causes physical, psychological or emotional pain to the person being bullied. It robs a person of their rights, their peace of mind and their self-esteem. It can happen not just once but time after time.

Bullying can be:

- Persistent
- Intimidating, fearsome, stressful
- Pre-meditated
- Intentional
- Demoralising
- Physical
- Psychological
- Humiliating, demeaning, threatening
- The use of a superior position of strength to intimidate
- A process designed to lower the self-esteem
- Carried out by individuals and by groups

Bullying includes:

- Name calling
- Physical violence
- Demands for money or possessions
- Hiding someone's possessions
- Being pressured to do something you do not want to do, eg another child's homework
- Threatening behaviour
- Spreading nasty or false rumours
- Deliberately leaving people out or not talking to them
- Teasing and tormenting a person about their social class, race, gender, personal appearance, school performance, possessions, disabilities, sexuality
- Use of racist language or behaviour
- Use of homophobic language or behaviour
- Being sent unpleasant notes or made the subject of graffiti
- Being touched against your will
- Sexual harassment
- Mocking
- Cyber bullying - The use of Information Communication Technology, particularly mobile phones and the internet to deliberately hurt or upset someone - (see below and also e-safety policy)

FOR PUPILS

What Should You Do If Bullying Is Taking Place?

If you are being bullied or you know of someone else being bullied - TELL SOMEONE. Don't blame yourself for what has happened.

Remember:

- Tell your parents and in school tell your class teacher or any other adult you trust.
- If it is urgent TELL the nearest adult. If they do not listen TELL SOMEONE ELSE. DON'T GIVE UP. IF YOU DON'T TELL, THINGS COULD GET WORSE.
- If the person you want to tell is very busy ask them when they can see you and spend some time with you.
- Walk away from any dangerous situation and GET HELP.

As well as telling, you can help stop bullying by:

- Being friendly towards people you know are being bullied, including them in your discussion, games, breaks and lunchtimes.
- Not laughing when someone is being bullied.
- Saying out loud that you don't like what is going on.
- Not joining in.
- Letting an adult know if you see someone else being bullied.

WHAT WILL HAPPEN IF YOU ARE FOUND BULLYING OTHER PEOPLE?

In every case the incident will be taken seriously and the responses can include some or all of the following:

- You will have to explain your behaviour to a member of staff.
- An account of what you have done will be recorded and kept in school.
- Your parents will be informed of the incident and invited into school to discuss the matter.
- You will have to apologise to the person you bullied.
- You will have to replace or repair any possessions you damaged.
- You will have to do something to improve things for the person you bullied.

Depending on the severity of the bullying incident you have been involved in one or a combination of the following will apply:

- Loss of break or lunchtime.
- Parents contacted and behaviour targets set.
- Isolated from lessons for a limited period.
- Excluded from Woodfield Primary School for a fixed term or permanently.

FOR PARENTS

Things to look out for in victims of bullying:

- Regularly feeling sick or unwell in the mornings.
- Reluctance to make the journey to and from school.
- Money or possessions going missing.
- Clothes or school bag torn.
- Wanting extra pocket money for no particular reason.
- Unexplained cuts and bruises.
- Taking different routes to school.
- Unexplained behaviour changes, eg moody, bad tempered, tearful.

- Unhappiness.
- Nightmares.
- Not wanting to leave the house.
- Reluctance to talk openly about school friends and break times

WHAT YOU SHOULD DO IF YOUR CHILD IS BEING BULLIED?

- Calmly talk with your child about his/her experience.
- Make a note of what your child says - particularly who was said to be involved; how often the bullying has occurred, where it happened, and what has happened.
- Reassure your child that he/she has done the right thing in telling you about the bullying and that there is nothing wrong with him/her.
- Encourage your child to report any incidents of bullying to a teacher immediately.
- Make an appointment to see your child's teacher even if your child is reluctant that you do so.

WE CAN ONLY DO SOMETHING IF WE KNOW THERE IS A PROBLEM

- Explain to the teacher the problems your child is experiencing.
- Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature.
- More positively, encourage your child to recruit friends. A child who has friends is less likely to be bullied.
- If the bullying only occurs outside school contact a solicitor. Ask for a letter to be sent to the bully's parents, informing them of the legal consequences of a recurrence of such behaviour.
- You should also contact us at school and we will offer as much help and support as we can

WHAT TO DO IF YOUR CHILD IS BULLYING OTHER CHILDREN

Many children may be involved in bullying others at some time or another. Often parents are not aware that their child is involved in bullying and may find it difficult to accept that their child could be involved.

- Talk with your child. Explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's teacher. Explain to the teacher the problems your child is experiencing.
- Discuss with the teacher how you and school can stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

How the School will work to promote the anti-bullying message

- All staff will praise and encourage co-operative caring behaviour.
- We will promote positive relationships by showing, through our own behaviour, that it is better for everyone to respect and care for each other.
- We will provide an environment where children feel accepted and valued.
- We will promote anti-bullying strategies across the academic and pastoral curriculum.

- Every effort will be made to ensure that any sanctions imposed are fair and appropriate and that they are applied in a non-humiliating, non-bullying way.
- Staff will watch for signs of distress in pupils. This might show itself as deterioration of work, late arrival for lessons, hanging back when the lesson is over, regular “illnesses,” isolation, wanting to be with adults rather than peers.
- We will use school assemblies to promote this anti-bullying policy.
- Staff will be given opportunities for training in ways to deal with students who bully and those being bullied. Knowledge gained will be disseminated to all staff.
- The school Anti-Bullying policy will be a regular agenda item on the Safeguarding Committee.
- There will be regular bullying surveys carried out to ascertain the level of perceived bullying.
- The Inclusion Team will organise termly Anti-bullying weeks.

Lunchtime Supervisors

- All lunchtime supervisors will be invited to attend training sessions on anti-bullying strategies.
- If a student reports a bullying incident then it is preferable that they are seen in privacy and listened to away from other children.
- Children must be respected and taken seriously when they report bullying incidents.
- Report all incidents of bullying to the class teacher or a member of the teaching staff.
- Look for ways to encourage and praise children who care for, and help, others.
- If you are pleased with a child’s behaviour, praise them.

Cyber bullying

Cyber bullying is defined as “The use of Information Communication Technology, particularly mobile phones and the internet to deliberately hurt or upset someone” DCSF 2007.

It is essential that young people, school staff and parents and carers understand how cyber bullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users supports innovation and safety. Cyber bullying will not be tolerated in school. All incidents of cyber bullying reported to the school will be recorded.

- All reported incidents or allegations of cyber bullying will be investigated:
- Students, staff and parents/carers will be advised to keep a record of the bullying as evidence.

Communication of the Policy

Pupils

Many pupils are very familiar with mobile and Internet use and culture. Students’ perceptions of the risks will vary; e–Safety needs to be explained. E–Safety will be integral to ICT lesson activity, the pastoral programme and whenever students are using the internet.

- An e–Safety awareness day will cover both safe school and home use.
- E-safety training will be provided for staff, children and parents.
- Safe and responsible use of the internet and technology will be reinforced across the curriculum.
- Particular attention will be given where students are considered to be vulnerable.

Staff

If a member of staff is concerned about any aspect of their ICT use in school, they should discuss this with the Head of ICT and SLT to avoid any possible misunderstanding. Particular consideration must be given when staff are provided with devices which may be used outside of the school network. Staff must be made aware of their responsibility to maintain confidentiality of school information.

ICT use is widespread and all staff should be included in training. Induction of new staff will include a discussion of the school e–Safety Policy.

- The e–Safety Policy will be formally provided to, and discussed with, all members of staff.
- Staff will be made aware that Internet traffic can be monitored and traced to the individual user.
- Staff that manage filtering systems or monitor ICT use will be supervised by the Senior Leadership Team and have clear procedures for reporting issues.
- Staff training in safe and responsible Internet use will be provided.

Parents

- Information and guidance for parents on e–Safety will be made available to parents in a variety of formats including newsletters and the school website and awareness training.
- Advice on filtering systems and educational and leisure activities that include responsible use of the Internet will be made available to parents. This is done through newsletters and through the school website.

Dealing with Homophobic Language – Guidance for Staff

“Intervening when young people use homophobic language, including the use of the word gay to mean inferior, creates a school culture where homophobia and homophobic bullying are not tolerated.”

(Dealing with Homophobic Language – Stonewall)

In the same way that we challenge racist language, staff at Woodfield Primary School should respond to homophobic language whenever it happens.

How should I respond? (from: Safe to Learn: Homophobic bullying; DCSF, 2007)

Example:

<p>A pupil makes a homophobic remark such as "That's so gay"</p>		<p>Inform pupil's class teacher. Learning mentors will record all incidents in order to track any patterns.</p>
<p>Tell the pupil that homophobic language is not acceptable in school. Explain that homophobic language is offensive. Does the pupil understand?</p>	<p>Yes</p>	<p>In the same way pupils understand racism is unacceptable, they begin to understand that homophobic language is unacceptable.</p>
<p>No</p>		
<p>The pupil continues to make comments. Explain in more detail the effect that homophobia and homophobic language have on people and that like racist language, homophobic language will not be tolerated</p>		
<p>Remove the pupil from the situation and talk to the student in more detail about his/her behaviour and why it's offensive.</p>		
<p>Involve the Learning mentors. The pupil should understand the sanctions that will apply if they continue to use homophobic language.</p>		<p>Write up the incident in details and email it to the Learning Mentors and the pupil's teacher. They will then determine what sanctions if any should be put in place. Information is also shared with the Admin team so that the incident can be recorded on SIMS</p>