

WINTON PRIMARY SCHOOL



Anti - Bullying Policy

2020-2023

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| Status | Current | Approval | Full Governing Body |
| Maintenance | SIC | Role(s) responsibility | Designated Safeguarding Lead |
| Date effective | | Date of last review | May 2020 |
| Date of next review | May 2023 | Date withdrawn | Not withdrawn |

Anti-Bullying Policy

Statement of Intent

At Winton Primary School we are committed to providing a caring, friendly and safe environment for all our children so they can learn in a happy and secure atmosphere.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

As a school we are committed to the elimination of bullying through education and guidance.

Aims of the policy

- To ensure that children learn in a supportive, caring and safe environment,
- To demonstrate that the school will not tolerate bullying, peer-on-peer abuse or discrimination
- To take measures to prevent all forms of bullying in the school and during off-site activities.
- To support everyone in actions to identify and protect those who might be bullied.
- To promote an environment where children feel they can trust and tell adults.
- To take positive action to prevent bullying from occurring through a clear school policy on the importance of Emotional Literacy and Personal and Social Development.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To ensure that all staff are aware of their duty of care, and the need to be alert to signs of bullying.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

We aim to create an environment where pupils can grow and flourish without fear. Each pupil has the right to be safe in and out of school and to be protected when he/she is feeling vulnerable.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

(Preventing and Tackling Bullying: Advice for headteachers, staff and Governing bodies July 2017)

Bullying can take many forms:

- Physical: hitting, kicking, taking or hiding belongings.
- Verbal: name calling, teasing, insulting, racist remarks, writing unkind notes.
- Emotional: spreading rumours, excluding from groups, tormenting, staring, cyberbullying.
- Cyber: all areas of the internet, such as email and internet chat room misuse; mobile threats by text messaging and phone call; misuse of associated technology i.e. camera and video facilities.

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied.
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim e.g. racist name calling, taunts, graffiti or gestures.
- The sexuality of the victim e.g. homophobic bullying.

(For further information about cyberbullying refer to school's e-safety policy)

What is not bullying?

It is important to understand that bullying is not the odd occasion of falling out of friends, arguments, or when the occasional joke or trick is played on someone. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classified as bullying.

However it manifests itself, bullying will not be tolerated at Winton Primary School.

What do we do to combat bullying?

Everyone in the school community has a role to play in countering bullying:

- We are a Rights Respecting school, and will work together to develop a culture of respect and responsibility within Winton Primary School
- We will seek to prevent and tackle bullying, through the development and implementation of effective anti-bullying policies and practice
- We will highlight prejudice-based forms of bullying based on inequalities and any perceived differences, and ensure our policies and practices are effective in dealing with these issues
- We will address the needs of children and young people who are bullied as well as those who bully within a framework of respect, responsibility, resolution and support
- We will share information and work jointly to make sure we are co-ordinated and cohesive in all that we do.
- Within the curriculum the school will raise the awareness of the nature of bullying through education in an attempt to eradicate such behaviour.

Roles and responsibilities of the School Community

All Staff and volunteers have a responsibility to:

- Take seriously any suspected bullying.
- Not make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- Deal with incidents according to school policy and always report to the senior leadership team

- Know and follow all relevant policies and procedures
- Never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity

The Governing Body has a responsibility to:

- Ensure the school has clear procedures to prevent bullying amongst pupils.
- Discuss, review and endorse agreed strategies on the working of this policy.

The Headteacher has a responsibility to:

- Promote an anti-bullying environment by ensuring that anti bullying and anti-prejudice work is kept high on the school agenda
- Ensure that the school has an anti-bullying policy and procedures
- Ensure that the procedures are brought to the attention of all staff, volunteers, parents and children
- Report to the governing body any incidents of bullying
- Keep up to date with national and local information about bullying and prejudice
- Ensure appropriate training is available for all staff on how to recognise and respond to bullying

Pupils have a responsibility to:

- Understand what bullying is
- Know what to do if they are being bullied or know of someone else who is being bullied

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child. If an incident of bullying is reported it will always be passed on to a member of the senior leadership team.

If bullying is reported:

A senior staff member will take on the responsibility for the case and establish whether bullying is occurring or has taken place.

That senior staff member will discuss the reported incident individually with the bully, child being bullied and witnesses of the bullying.

They will then discuss the outcome with the parents of the bully and child being bullied.

Apply a disciplinary sanction will be shared with the parents and school will work together with both families.

(for further information about disciplinary sanctions refer to the school's good behaviour policy)

To Prevent recurrence:

The senior staff member responsible for the case will identify two key adults to be a point of contact for each child involved in the reported incident. The key adults will be accessible to the children involved both at lesson and social times. The key adults will have an overview of the reported incident and will report any further incidents or concerns raised by the children to the senior staff member responsible for the case.

The senior staff member will inform both families of the steps taken in school and arrange a review meeting after two weeks. The incident will be logged and shared at the weekly vulnerable child briefing for senior staff.

The senior staff member will meet with both families after the two week review period or prior to this if any further incidents arise in that time. School will continue to work with families so that a satisfactory and positive solution can be found.

Support for children and families

When families raise a concern that their child is being bullied it is essential that this concern is taken seriously and not dismissed without further enquiries being made.

All children and families who have been involved in reported incidents will be offered appropriate support. The level of support will be determined after discussion with families.

Adult Bullying

From time to time, adults behave inappropriately towards each other. If any parent or member of staff feels that they are being treated inappropriately within our school community they must report this to the Headteacher immediately.

If children are experiencing problems with other children, parents must not try to take matters into their own hands.

Parents confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

Policy reviewed: May 2020

Next Review: May 2023