

Policy Updated: September 2023

Review Date: September 2024



Whitehouse Primary School

Anti-Bullying Policy

At Whitehouse Primary School we believe everyone has equal rights. As such, we want everyone to:

- be treated with respect and kindness.
- be an individual within this school.
- feel safe.
- learn about themselves and to express their views without fear.
- be valued and respected for their individual views without fear.
- be able to access help and support when they need it.

At Whitehouse Primary School, we believe that bullying is an anti-social behaviour that affects everyone. We are committed to providing a caring, friendly and safe environment for all members of our school community so they can learn and work in a relaxed and secure environment without fear of being bullied. We actively promote a climate of co-operation and positive behaviour to reduce the number of incidents and likelihood of bullying occurring. This will enable our pupils and staff to reach their full potential. Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, all pupils and staff are encouraged to tell someone about it and we expect all incidents to be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell someone they trust.

Someone a child trusts may be:

- A parent/ carer or another member of the family
- A teacher or other member of staff
- A friend

Someone trustworthy may be:

- Good at listening
- Caring
- Responsible
- Helpful and supportive
- Understanding

What Is Bullying?

Bullying can be defined in a number of ways. We follow the DFE guidance which defines bullying as “Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

The three common aspects in most definitions of bullying are that:

- It is deliberately hurtful behaviour.
- It is usually repeated overtime.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying is not:

- Children falling out
- Children losing their temper
- Children pushing or hurting in a single event.

Bullying can be (but it not limited to):

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, unwanted sexual exposure or sexually abusive comments*

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*

Diversity - *bullying related to race, religion, culture, SEN, disabilities, appearance or health conditions, sexual orientation or bullying of young carers or looked after children.*

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable. Pupils who are bullying need to learn different ways of behaving.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

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.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems but bullying should be considered as a possibility and should be investigated.

Teachers at Whitehouse Primary take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the leadership team, the teacher informs the child's parents.

All incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school are logged on the school's safeguarding system, CPOMs. If any adult witnesses an act of bullying, they should consult a teacher who will look into the matter and record the event on CPOMs.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying and consequence for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. Children who bully often do this due to a range of external factors, which usually suggest they are in need of further support themselves. As a school, we recognise the importance of promoting all children's wellbeing and therefore understand that it is vital to support both the victim and the bully if we are to prevent this behaviour from reoccurring. If a child is repeatedly involved in bullying other children, we inform the senior leadership team. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the school may contact external support agencies such as the MASH and a support plan may be initiated to try and prevent further escalation. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If parents feel that their concern has not been dealt with, they should make an appointment to see a member of the senior leadership team. Should the concern remain, a parent should contact the chair of governors.

Procedures:

- Report bullying incidents to staff
- Staff to investigate the report
- In substantiated cases, parents will be informed and asked to come in to a meeting to discuss the situation
- Necessary support to be implemented for all parties
- After 2 weeks, a review will be completed with all parties to ensure there has been no reoccurrence of bullying behaviour
- Support to be reviewed and continued/escalated if necessary

Outcomes:

- Mediation between parties will take place and separate meetings with each party may also take place
- Strategies to prevent reoccurrence will be identified
- The bully (bullies) may be asked to genuinely apologise
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

- In serious cases, suspension for the perpetrator may be appropriate.

Prevention:

We aim to prevent bullying through the development of self-esteem, the raising of awareness of the impact of behaviour upon others and through our high expectation of tolerance, understanding and caring. These aims are achieved through:

- dedicated Crew time
- delivery of the PSHE curriculum
- school and classroom codes of conduct
- the vision, values and character attributes of the school
- the example set by adults in school
- assembly time
- delivery of the RE curriculum
- explicit expectations of behaviour
- anti-bullying weeks
- cyber bullying and e-safety training linked to the computing curriculum