**Werrington Primary School**

**ANTI-BULLYING POLICY**

# Aims

* Ensure that all governors, teaching and non-teaching staff, children and parents have a clear understanding of what bullying is.
* Ensure that everyone knows the school policy relating to bullying and follow it if bullying takes place.
* Create a supportive ethos and break down the culture of secrecy, which often accompanies bullying.
* Encourage open discussion of the issues at all levels.
* Raise awareness of positive ways of solving problems through PSHE and other cross curricular activities and suggest ways of building healthy relationships so that we have strategies for dealing with problems.
* Ensure that as a school we take bullying seriously. Children and parents should be assured that staff will respond positively and promptly to all reported incidents of bullying, in line with agreed procedures.
* Give support and advice to victims, bullies, staff, governors and parents.
* Provide a follow-up service to those involved to ensure incidents are not repeated.
* Create an ethos where bullying will not be tolerated.

# Legislation and Guidance

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education” 2016. The school has read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

# Definition

‘Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere- at school, at home or online. It’s usually repeated over a long period of time and can hurt a child both physically and emotionally.’

NSPCC

‘Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.’

ANTI-BULLYING ALLIANCE

# Forms of Bullying

Bullying behaviour across all types of bullying can represent itself in a number of different forms. Children can be bullied in ways that are:

* **Physical** – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belonging damaged; being forced to do something they don’t want to do.
* **Verbal** – by being teased in a nasty way; insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them
* **Indirect** – by having nasty stories told about then; being left out, ignored or excluded from groups. Some bullying is physical:
* **Electronic / ‘Cyberbullying’** - for example, via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones.
* **Direct –** taking, hiding or destroying people’s possessions. Frightening someone into doing things they don’t want to do. Inciting others to engage in any form of the above behaviours.

It is important to note that not all aggressive behaviour is bullying.

# Recognising Signs and Symptoms

Werrington Primary School recognises that some children are more vulnerable to bullying than others and is sensitive to the changes of behaviour that may indicate that a child or young person is being bullied. Children who are being bullied may demonstrate physical, emotional and behavioural problems. The following physical signs and behaviour could indicate other problems but bullying will be considered as a possibility:

* Being frightened of walking to or from school
* Losing self confidence and self-esteem
* Being frightened to say what’s wrong
* Developing unexplained cuts, bruises and other injuries
* Unwilling to go to school, development of school phobia and unusual patterns of nonattendance
* Not wanting to go outside onto the playground
* Failing to achieve potential in school work
* Becoming withdrawn, nervous and losing concentration
* Becoming isolated and disengaged from other children and young people
* Developing changes in physical behaviour such as stammering and nervous ticks
* Regularly having books or clothes destroyed
* Having possession go ‘missing’ or ‘lost’ including packed lunch and money
* Starting to steal money (to pay the perpetrator)
* Becoming easily distressed, disruptive or aggressive
* Developing problems with eating and food
* Running away
* Developing sleep problems and having nightmares
* Developing suicidal thoughts or attempting suicide
* Bullying other children or siblings

# Recognising Reasons for why Children may Bully

At Werrington Primary School we recognise that children may bully for a variety of reasons.

Possible reasons for why some children may engage in bullying include:

* Struggling to cope with a difficult personal situation e.g. bereavement, changes in family circumstances
* Liking the feeling of power and using bullying behaviour to get their own way
* Having a temperament that may be aggressive, quick tempered or jealous
* Having been abused or bullied in some way
* Feeling frustrated, insecure, inadequate, humiliated
* Finding it difficult to socialise and make friends
* Finding it difficult to empathise with the needs of others
* Being unable to resist negative peer pressure
* Feeling under pressure to succeed at all costs

# Reporting incidents of Bullying

Incidents of bullying should be reported as soon as possible after the event, to a member of staff. Further investigation may need to take place. Parents will be informed swiftly. Children are encouraged to speak to a member of staff. Worry boxes are available for children to communicate concerns if children find it difficult to speak directly to a member of staff.

# Responding to Incidents of Bullying

Incidents of bullying are recorded in the yellow books or if causing significant safeguarding concerns on My Concern. Both systems are monitored be SLT weekly so recurring issues can be picked up. All involved parents will be informed as soon as possible. Action will be taken to prevent recurrence.

**How will Bullying be monitored?**

SLT monitor concerns in the Yellow book and on My Concern, weekly.

When responding to incidents involving any type of bullying the school will consider the situation in relation to the school’s Child Protection Policy and Procedures. In cases of severe or persistent bullying, staff will liase with the Designated Person for Child Protection particularly where there are concerns that a child or young person may be suffering or likely to suffer significant harm in terms of emotional abuse.

When responding to incidents involving sexting, any devices involved will be confiscated and set to flight mode, where possible, or off, if in school, while investigation are carried out in line with our Safeguarding and Child Protection policy.

**How will Bullying Behaviour be treated at Werrington Primary School?**

If a report of bullying is received or if bullying is suspected, all those involved, including the victim and suspected bully will be spoken to (or otherwise encouraged to communicate their views if not able to communicate verbally). Any witnesses will also be asked for their perspective. A detailed log of accounts will be made, either in the class Yellow Book or on My Concern, depending on the nature of the incident. The incident will be dealt with swiftly and in line with the school behaviour policy and or safeguarding policy. Often a restorative justice approach will be appropriate. SLT will monitoring and following up with all parties concerned, including parents/carers to ensure that the bullying has stopped.

# Prevention

At Werrington Primary School we believe that the whole school community should work together to reduce bullying as part of our efforts to promote a positive and inclusive whole school ethos and create a safe, healthy and stimulating environment. Alongside the school’s responsive strategies for dealing with incidents of bullying, the school adopts as part of our pastoral support system, a whole school approach to implementing proactive and preventative interventions at a school, class and individual level to reduce bullying. Our approach includes:

* Implementing an effective school leadership that promotes an open and honest anti bullying ethos
* Adopting positive behaviour management strategies as part of the school’s Behaviour Policy
* Implementing a whole school approach to the teaching of PSHE and Citizenship.
* Providing opportunities to celebrate effective anti-bullying work e.g. anti-bully week activities.
* Providing training on behaviour management and anti-bullying for all relevant staff including playground staff
* Providing a school council
* Enabling children to talk about their feelings and concerns in a safe environment and to enable them to share concerns about bullying
* Availability of Learning Mentors
* Class Worry Boxes
* Participating in the national annual anti-bullying week and supporting learning on bullying though whole school activities, projects and campaigns
* Reviewing the development and supervision of the school inside and outside including the outdoor areas and playground to ensure provision is safe, inclusive and supports children’s emotional wellbeing.
* Praise children for appropriate behaviour
* Reward system
* Assembly themes
* Providing social skills groups, as needed, for vulnerable individuals and groups

**Communicating with the whole school community.**

The school will make it clear that all staff are open to discussing concerns about bullying and are committed to preventing incidents and dealing with them swiftly and effectively, where they do occur.

**Sanctions:** Please refer to our Behaviour Policy

# Working with Parents/Carers

Where the school has become aware of a bullying situation, parents/carers of the child who is being bullied and the child, who is allegedly bullying, may be invited to the school to discuss their children’s behaviour. The school will endeavour to involve parents/carers constructivelyat an early stage to support the process of investigating allegations and positively working together to seek ways of resolving the situation and bringing about reconciliation. The outcome of the meeting and agreed actions/responses will be recorded by the school.

The school will work alongside those parents/carers whose children have been bullied to support them in developing their children’s coping strategies and assertiveness skills. Parents/carers of those causing the bullying will also have support in coming to a balanced view of what is happening and appreciating their role in helping their children to learn about the consequences of their actions.

The school takes parents/carers reporting bullying seriously. Parents are initially encouraged to refer their concerns to class teachers. SLT will be involved directly, where appropriate, and will always be involved in monitoring incidents of bullying.