



Enjoy Believe Achieve

Anti-Bullying Policy

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At Winmarleigh Church of England Primary School we believe that all pupils should belong to a supportive, caring and safe environment. We therefore do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable by all groups within our school family and ensure that our children know how to “*be strong and courageous*” in knowing how to take action if they witness or experience bullying. When rare instances of bullying do occur, we believe we need to help and support the person being bullied AND the person carrying out the bullying.

Our Aim:

At Winmarleigh Church of England Primary School we aim to prevent bullying by:

- Ensuring that the ethos of the school reflects our Christian Values of Friendship and Respect
- Use a consistent approach to address any incidents of bullying
- Empower all children to know what action to take when they experience or witness any incidents of bullying
- Provide a safe and secure environment where everyone can learn

Bullying Prevention:

There is no place for Bullying at Winmarleigh Church of England Primary School and where we find that bullying has taken place, we will act immediately to prevent any further occurrences. Staff treat bullying very seriously because of the harm it causes to both the victim and the bully. We use a variety of approaches to help prevent bullying, including:

- Anti-bullying week – including strategies to know what action to take if the children witness or experience bullying
- A focus on Christian and British Values in our Worship
- PSHE which focuses on developing respect for self and respect for others
- A clear behaviour policy which outlines expected and unacceptable behaviours
- An Acceptable Use agreement, outlining the behaviours we expect to see Online
- Buddies for our younger children

What is Bullying?

We have adopted the Department for Education’s definition of bullying as follows:

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group whether physically or emotionally. Bullying can take many forms (including Cyberbullying, ie via text messages or the internet) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school’s first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgments about each specific case’.

Bullying can be a form of child-on-child abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development. There are a number of types of bullying, which all members of our school community should be made aware of in an age appropriate way. These are:

- Verbal bullying – name calling or making nasty comments or jokes about someone (this includes comments or jokes based on sexuality, appearance, race, disability or religion)
- Indirect bullying – leaving someone out, giving dirty looks or gestures, spreading rumours, ignoring someone)

- Physical bullying – punching, spitting, making someone do something that they don't want to, purposely breaking or taking someone's belongings, making someone feel uncomfortable or scared
- Cyberbullying – sending nasty or threatening text messages or emails, making threatening phone calls, the sharing of humiliating pictures or video clips or horrible messages and comments placed on social media sites
- Racist bullying – racial taunts, graffiti, gestures, refusal to work with or co-operate with other people because of their race or ethnicity
- Sexual bullying – any bullying behaviour, whether physical or non-physical, that is based on a person's sexuality or gender
- Religious bullying – making or sharing nasty comments about the religious beliefs of others

Procedures: What to do if a child discloses that they are being bullied or if you suspect that a child is being bullied

- Listen to the child and offer support – tell them it is ok and they have done the right thing
- Carefully record what you have witnessed or what the child has told you onto CPOMS under the heading 'Child on child' – ensure you alert the class teacher
- Inform the Class Teacher immediately so that they can access the written record via CPOMS
- The Class Teacher will then investigate and identify what has happened
- The behaviour policy will be followed and appropriate sanctions will be applied
- The Headteacher will be informed and parents contacted

Bullying Sanctions:

The following may apply when a bullying issue has been identified in the school

- Sanctions outlined on Behaviour Policy
- Verbal warning given to an individual or group of children
- Time out for reflection
- Segregation from the playground for a defined period for the perpetrator
- Meeting with parents
- Perpetrator excluded from after school activities for a defined period
- Exclusion

Support for children who have been bullied:

- Children will be offered an immediate chance to discuss what has happened with a member of staff that they feel comfortable with
- The child will be reassured that they have done the right thing by telling someone what has been happening
- Provide ongoing support through 1:1 pastoral program
- Checking regularly that the bullying has stopped

Support for children who have bullied others:

- The school will work with the child to find out the reasons for their bullying behaviour
- Establish that their behaviour was wrong, why it was wrong and how they can make better choices in the future
- Ensure the child knows that the behaviour must not be repeated
- Support on how to make and maintain friendships
- Involving parents and carers to ensure that the child can make lasting changes

Monitoring and Evaluation:

The Senior Leadership Team will meet regularly to examine any recorded incidents of bullying that have taken place. They will look for any patterns of people, places or groups and agree any action which may further reduce and eliminate any incidents of bullying. The Headteacher will report on any recorded incidents of bullying to the Governing Board.