



# Anti Bullying Policy

Warboys Community Primary School

Date: January 2015

Responsible Committee: Resources committee

Date Policy Adopted: January 2015

Date Policy to be Reviewed: January 2018

## Warboys Primary School - Anti-Bullying Policy

Everyone at Warboys Primary School has the right to feel welcome, secure and happy. Only if this is the case will members of the school community be able to achieve their maximum potential. Bullying of any sort prevents this happening and prevents equality of opportunity. It is everyone's responsibility to prevent it from happening and this policy contains guidelines to support this ethos. Where bullying exists, the victims must feel confident to activate the anti-bullying systems within school to prevent further bullying. It is our aim to help build an anti-bullying ethos in our school. This document outlines how we make this possible.

### Definition: What is bullying?

Our school definition of bullying is:

- **When somebody continuously hurts another person or their feelings on purpose and makes them feel miserable.**

The school works hard to ensure that all pupils know the difference between bullying and simply 'falling out'.

Bullying is not simply 'falling out', the three main types are:

- Physical – deliberately hurting someone, being violent
- Verbal – name calling, insults, making offensive remarks, threatening violence, ridicule
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails, text messages or use of social media.

Types of bullying for staff to be aware of and monitored include:

- Cyber-bullying
- Prejudice-based bullying related to special educational need, sexual orientation, race, religion and belief, gender reassignment or disability.

### Aims

- To create and maintain an atmosphere in school where everyone, i.e. staff and pupils alike can live and work together without fear. Each member of the school community deserves respect for who they are and what they have to contribute to school life.
- To foster and celebrate individuality as an enhancement to school life.
- To combat behaviour which seeks to isolate or discriminate individuals or groups who are seen to be different.

### Objectives

To establish procedures that will raise awareness:

- We will use the curriculum wherever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying type behaviour.
- There will be regular assemblies on the theme of bullying
- Anti-bullying Ambassadors who will support children at break and lunchtime
- Use of Restorative Justice
- PSHE/Circle time activities will include reference to bullying, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used within the affected group to confront the bullying that already exists.
- The Golden Rules incorporate steps to help children to show anti-bullying behaviour (see below)

To be happy at school we need to follow our Golden Rules

- Do be gentle (Do not hurt anybody)
- Do be kind and helpful (Do not hurt people's feelings)
- Do work hard (Do not waste your time or other people's time)
- Do listen to people (Do not interrupt)
- Do be honest (Do not cover up the truth)
- Do look after property (Do not waste or damage things).

#### Monitoring Incidents - Who deals with incidents?

The class teacher/s of the child/ren involved are the facilitators to change behaviour. Other members of staff may become involved as required.

#### Reporting incidents

Children are encouraged to report such incidents to an adult in school. If a pupil tells another pupil that they are being bullied, or if they see bullying taking place, it is their responsibility to tell a member of staff, a School Council representative or an Anti-bullying Ambassador. A record will be kept of incidents. The Class teacher will be responsible for this and will be required to fill in pupil notes on the school intranet.

All such incidents must be reported verbally to the class teacher at the end of the break or lunchtime session by the adult who has been involved. For any other incidents at any other time in class or e.g. at swimming, the class teacher is the first point of reporting.

If children from different classes are involved, this may result in several teachers acting as facilitators.

All proven incidences of bullying should be reported immediately to the Head Teacher.

#### How to deal with incidents of bullying – class teachers

- Be vigilant for signs of bullying
- Always take reports of incidents seriously and investigate them
- Never ignore suspected bullying
- Don't make premature assumptions
- Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean that they are telling the truth. Discuss issues appropriate to the issue and to their age and level of understanding.
- If the incident is not too serious, adopt a problem-solving approach which moves pupils on from justifying themselves.

Class teachers will follow up and check that the bullying has not resumed.

#### Victims

If they are worried about openly discussing an incident when the aggressors are present, the teacher in each class will provide reasonable opportunities for such children to be able to speak to them as soon as possible at an appropriate time during the lesson. This will be agreed on a class basis, according to the age and understanding of the children in the class. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away, can sometimes be an effective way of dealing with bullying.

#### Parental Involvement

Parents/Carers of bullies and their victims will be informed of an incident, the action that has taken place and will be asked to support strategies suggested to tackle the problem. The bully will also be reminded of the possible consequence of bullying and the sanctions for repeated incidents will be clearly explained to him/her. Persistent bullies may be excluded from school. A monitoring tool may be used, usually incorporating a reward for achieving desired behaviours. Parents/Carers are reminded regularly through letters and newsletters to inform their

children that they must tell someone should they ever be bullied. Keeping information from the school or their parents/carers will never help a problem to be solved, and will prolong the period a victim may have to suffer. Whilst there is little history of bullying at Warboys Primary School, we believe that one case is too many and that it is essential to regularly review this policy to ensure that we are strongly upholding these procedures and that staff have regular relevant training. Where necessary, we may call in outside agencies e.g. the Behaviour Support Service.

Annual Review - This policy will be reviewed annually by teachers, governors and the School Council.

This policy was approved by the governing body on

This policy will be reviewed during the Spring Term 2018.