

**Empowering Potential, Embracing Diversity:
Learning Without Limits**



ANTI-BULLYING POLICY

Next Review Date: November 2024

1. Statement of Intent

Woodchurch Road Primary is committed to safeguarding its pupils and to providing as caring and friendly an environment as possible. We want all pupils to prosper in their learning and grow in confidence in a safe and secure school environment. Bullying of any sort can prevent this from happening.

Bullying is not tolerated at Woodchurch Road Primary. It is everyone's responsibility to help prevent bullying and to tackle bullying as and when it occurs. Anyone who knows or suspects that bullying is taking place is expected to tell a member of staff.

We aim to constantly challenge attitudes that lead to bullying behaviour in any of its many forms, to promote an anti-bullying ethos in the school, to instil in pupils the confidence that incidents of bullying will be dealt with promptly and effectively, to increase understanding of those pupils who are subjected to bullying, and to deal with bullying as part of a whole school behaviour policy.

This policy underpins Woodchurch Road Primary's commitment to its statutory duties and obligations under The Education Act 2002, The Children Act 2004, Working Together to Safeguard Children (December 2020), and Keeping Children Safe in Education (September 2023). This also links to government guidance, Protecting Vulnerable People from being drawn into Terrorism.

2. The Objectives of this Anti-Bullying Policy are to ensure:

- All teaching and non-teaching staff, pupils, parents, and governors fully understand the definition of bullying and know the various forms of bullying.
- All teaching and non-teaching staff and governors know what action to take when bullying is suspected, seen, heard, or reported.
- All pupils and parents know the school's stance on bullying and what to do if bullying arises.
- Pupils and parents are assured that bullying is taken seriously and those reporting any incident of bullying will be supported.
- That bullying concerns will be dealt with effectively and sensitively.
- Practices to prevent and reduce bullying are developed.
- We demonstrate our commitment to promoting respect for one another.
- The promotion of understanding and respect for cultural diversity by addressing all forms of prejudice and intolerance, including racism, sexism, and homophobia.
- Bullying will not be tolerated.
- Definitions of Bullying

The Anti-Bullying Alliance has an agreed shared definition of bullying based on research from across the world over the last 30 years, which is useful in understanding what bullying is and is not. 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.

Here are some examples of the main forms of bullying:

- Emotional bullying: Excluding from participation, using threatening gestures, tormenting, isolating.
- Physical bullying: Pushing, kicking, hitting, punching, intimidation, or any use of violence, hiding possessions, or stealing possessions.
- Racist bullying: Racial taunts, graffiti, gestures, inappropriate comments relating to race.
- Sexual bullying: Unwanted physical contact or sexually abusive comments.
- Homophobic bullying: Taunts, graffiti, gestures, inappropriate comments focusing on issues of sexuality.
- Verbal bullying: Name-calling, malicious gossip, sarcasm, spreading rumours, teasing, humiliating.
- Written bullying: Abusive or hurtful letters, notes, pictures.
- Cyberbullying: Where technology is used to hurt an individual, including text messaging, emails, or posting messages on the Internet or chat-rooms.
- Pupils who are perceived as different are particularly vulnerable to bullying behaviour.

There is no hierarchy of bullying. All incidents of bullying, for whatever reason, will be taken equally seriously.

3. Pupils: How to get Help

If you are being bullied:

- Do not put up with bullying behaviour.
- Tell a teacher or member of staff immediately. This can be done openly or discreetly or telephone the school once you get home.
- Tell a parent or carer as well.
- Ask for moral support from friends or other pupils.
- Do not hit back or join in the same behaviour, as it may result in you being accused of bullying or escalate the situation.

If you see somebody else being bullied or know another pupil is being bullied, watching and doing nothing does not help and can make people think you support the bullying. Things you can do to help:

- Do not intervene or get caught up in the bullying. This will make matters worse and may result in you being accused of bullying.
- Always tell an adult immediately (any teacher or member of staff, parent, carer, relative, or friend).
- Do not put up with bullying behaviours in your group of friends. If you can, tell them that their behaviour is wrong and they should stop. Children tend to stop bullying behaviours if no one supports them.
- Do not repeat unpleasant things and threats you may hear from someone else.

Through RHSE lessons, Crew times, and assemblies, children are encouraged to follow the following steps:

- Always tell an adult.
- If you don't want to do something that someone is telling you to do, be firm, say 'No!'
- If you feel like someone is being unkind, use your bossy voice and say:
- "I don't like it when you do that, stop!" or "Leave me alone. I'm going to speak to an adult" or "Go away!"
- Be calm and confident.
- Always ask for help.

4. Action when Bullying is Reported

Members of staff will listen carefully to what pupils reporting bullying have to say and will record the incident on our electronic system CPOMs. Staff will offer immediate support to victims and put the school procedures into operation to ensure:

- A prompt investigation.
- The bullying is stopped.
- Parents of all concerned are informed.

Upon discovery of an incident of bullying, a teacher will discuss with the children concerned the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, or if bullying behaviour is in early stages, a problem-solving approach will often help. Each pupil must be given an opportunity to talk, and the discussion should remain focused on finding a solution to the problem and stopping the bullying from recurring. Where appropriate, consequences will be put into place to ensure that there is no further re-occurrence, securing the safety and well-being of the children involved. The bully or bullies will always be asked to genuinely apologize, in order for the pupils to be reconciled.

Staff will continue to watch for signs of further bullying and will ensure other colleagues who may encounter the problem are informed about it.

Direct action should give pupils confidence that all forms of bullying are unacceptable and will not be tolerated.

The child carrying out bullying behaviour will be made aware that his or her behaviour will not be tolerated. Appropriate consequences and teaching opportunities will be planned to minimize the risk of the behaviour recurring. The pupil will be informed of the consequences of any further bullying behaviour.

In the event of a serious single incident or recurring bullying behaviour, then it is essential parents or carers of the bullied pupil and the pupil carrying out the bullying behaviour are informed. Exclusion may be justified.

5. Recording of Incidents of Bullying

- The adult recording the incident or events should clarify the facts from each child involved, using the child's own words wherever possible.
- The report is recorded on CPOMs.
- A record of the school's response is made as an action on CPOMs.
- If the matter is more than an isolated incident, is a single serious matter, or there is a recurrence of bullying behaviour, the parents of all parties will be informed in writing. These letters should contain detailed accounts.
- If necessary, the parents/carers of all parties should all be asked to come into school to discuss the matter.

6. Follow-up Action

Bullying can be persistent and may recur. If a child carrying out bullying behaviours is clear about follow-up action and monitoring of behaviour, they are less likely to start bullying again. Follow-up inquiries with children who have experienced bullying are essential to check that bullying has not recurred.

7. Prevention of Bullying and Promotion of a Supportive Community

This anti-bullying policy is part of a wider behaviour policy that aims to develop the behavioural skills of pupils to ensure respect for others. Pupils are encouraged to work attentively, cooperate, take turns, and deal well with conflict. Each year in September, classes talk about expectations of pupil behaviour, and class discussions take place to reinforce anti-bullying strategies throughout the year. Teachers receive training in effective classroom and behaviour management. Members of staff are trained to focus on children who have a particular difficulty before problems become entrenched.

Various strategies can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used, as well as Circle Time. If held regularly, these can be effective ways of sharing information and can provide a forum for discussing important issues such as equal rights, relationships, justice, and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Guidance for Parents:

- Take an active interest in your child's social and school life, discuss friendships and any problems they have.
- Watch for possible signs of bullying (see Section 4 above).
- Inform the school at once if you think your child may be being bullied or is bullying and ask to meet your child's teacher.
- Together with the school, devise methods of dealing with the problem that will provide your child with support both inside and outside school.
- Do not encourage your child to hit back as this can escalate the problem and can result in bullied children being wrongly accused of bullying behaviour.
- Monitoring and Feedback

Monitoring by the class teacher and any other relevant member of staff helps progress, resolution, and enables follow-up to show whether action taken in furtherance of this policy is really effective. Reference to records used for monitoring the effectiveness of this policy shall omit any identification of persons involved.

It is essential to emphasize this policy at the beginning of each year, specifically to new pupils, parents, and staff.

The governing body will monitor the effectiveness of this policy through the requirement to report any bullying incidents to the Full Governing Board.

8. Evaluation

Data from monitoring and feedback from staff, families, pupils, and governors will greatly assist in the reviewing and updating of this policy.

Research shows that a regular emphasis on anti-bullying through school communications and staff focus will lead to:

- Staff being vigilant and responsive to bullying.
- Fewer pupils experiencing bullying.
- Fewer pupils bullying others.
- Fewer pupils joining in or tolerating bullying of others.
- Increased confidence in pupils to report bullying.
- Raising pupils' awareness and understanding of bullying makes them more likely to report incidents.

This policy needs to be read in conjunction with the Trust's Behaviour Policy.

