



WILLASTON PRIMARY ACADEMY

Anti-Bullying Policy

Behaviour Policy

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Approved by: Aaron Perrin, Headteacher

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1 Aims and expectations

At Willaston Primary Academy we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind seriously unacceptable behaviour – SUB Standard to our values and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. Our school lifts people up not put others down. At Willaston Primary Academy, we acknowledge that bullying does happen. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a telling school. This means that anyone who knows that bullying is happening is expected to tell the staff.

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2), The Children Act 2004 and Keeping Children Safe in Education (as updates annually
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.

- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

2 What is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Perceived as a prank or 'banter' but is unacceptable and hurtful
- Verbal name-calling which is ongoing, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Victimisation due to gender or gender reassignment
- Transphobic
- Homophobic or Biphobic because of/or focusing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish actions. We all have to learn how to deal with these situations and develop social skills to repair relationships.

3 Where does bullying happen?

Where does bullying happen?

It can happen anywhere in or outside of school, at home, online across many platforms. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Willaston Primary Academy, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Map out safe routes to school for children
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises
- Educating parents, carers, staff and pupils about online bullying

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- Is frightened of walking to or from school
- Avoids attending school
- Changes their usual routine/route to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens self harm, ending own life or runs away
- Cries more than usual, struggles to sleep at night or has nightmares or out of norm accidents
- Feels ill in the morning out of the usual
- Begins to under perform in school work
- Comes home with clothes torn or property damaged
- Possessions go "missing"
- Asks for money or starts stealing money
- Has unexplained marks, cuts or bruises
- Comes home starving (money/snack/sandwiches have been stolen)
- Becomes aggressive, disruptive or unreasonable
- Starts swearing or using aggressive language for no apparent reason
- Is bullying other children or siblings
- Stops eating, changes diet
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

4 What can you do?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

Here are some strategies to support below:

- Try not to let the bully know that he/she is making you feel upset
- Try to ignore words and rise above the perpetrator, ensure all contact is ended
- Block the person from online platforms, do not entertain mutual friends speaking on their behalf
- Seek support to stay away from this person if the bullying persists
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, try to make friends with other individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and leave a message on the teacher's desk
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence – many adults in school are available to assist
- Don't blame yourself for what is happening.
- Look online for strategies NSPCC
- Engage in restorative practice with the help of an adult in school

What can you do if you see someone else being bullied? (*The role of the bystander*)

Ignoring bullying is unfair to the victim. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Get adult help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and leave a message on the teacher's desk
- Seek advice online - NSPCC

5 Reporting Procedures

All staff will respond calmly and consistently to all allegations and incidents of bullying at Willaston Primary Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to an appropriate member of staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested using restorative practice.
6. All different forms of bullying will be treated accordingly with the type of bullying that is described. For example, homophobic, biphobic and transphobic may require more specific consequences or intervention for both the victim and the perpetrator or physical bullying may result in the perpetrator being given a more severe consequence escalated up in line with the Behaviour Policy.
7. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
8. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
9. Staff will reinforce to the bully that their behaviour is unacceptable.
10. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see Behaviour Policy)
11. If possible, the pupils will be reconciled.
12. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
13. In cases of bullying, Staff will make a record of the incident on CPOMS our safeguarding recording system.
14. In most cases parents will be informed and will be invited to come into school for a meeting to discuss the problem unless this poses a safeguarding risk to the child at home, in such cases the Safeguarding Children in an Education Setting team will be contacted for further guidance.
15. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
16. Bullying incidents will be discussed regularly at staff meetings.
17. Bullying incidents, racist incidents and homophobic, biphobic, transphobic incidents will be reported to the Governing body every term
18. If necessary and appropriate, SCIES team, Social Services or police will be consulted.

6 The role of parents/carers

Prevention and stopping bullying is a top priority at Willaston Primary Academy. Parents or Carer need to keep school well informed about bullying concerns. It is advisable for parents to keep a log or diary of occurrences but it is important that school, via the class teacher or member of the senior leadership team, is updated so monitoring and action can take place within school.

If school communicate concerns about your child demonstrating bullying behaviours towards others, work alongside and support school in helping the child to learn from these behaviours by having sanctions in place and/or supporting school with our decision to put sanctions in place. On occasion, an investigation may result in evidence suggesting the incident is not a Bullying incident by the Headteacher. Parents/ carers will be informed about the results of initial or full investigation enquiries. Parents/ carers must respect and trust the process has been carried out fairly and impartially. You have a right to raise this further following the school's complaints procedures.

7 The role of governors

To monitor and review bullying policy and challenge Headteacher regarding bullying procedure and record keeping. Governors will request regular updates regarding bullying incidents, racist incidents, homophobic, biphobic, transphobic incidents.

Governors will support school, parents and pupils with any bullying concerns. Ensuring school is accountable for dealing with this issue and staff receive appropriate training.

8 Fixed-term and permanent exclusions

For very serious misconduct, the Headteacher may impose a short formal fixed term exclusion on a pupil.

For repeated fixed term exclusions and where all other avenues have been exhausted a permanent maybe considered as a last resort

The decision to exclude is not taken lightly and will only be used where other strategies have failed. All exclusions are reported to the Local Authority, Local Governing Boards and to the board of Trustees – Chancery Multi Academy Trust.

9 Monitoring

The Headteacher and Governors will monitor incidents regularly. All bullying incidents will be logged on CPOMS.

10 Review

10.1 The governing body reviews this policy every year. They governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help.

[anti-bullying-toolkit.pdf \(mentallyhealthyschools.org.uk\)](https://www.mentallyhealthyschools.org.uk/anti-bullying-toolkit.pdf)

[Advice and support \(anti-bullyingalliance.org.uk\)](https://www.anti-bullyingalliance.org.uk/)

[Helping Children Deal with Bullying & Cyberbullying | NSPCC](https://www.nspcc.org.uk/keeping-children-safe/keeping-them-safe-from-bullying/)