

St Werburgh's Primary School

Anti-Bullying Policy



Rationale

Everyone at St Werburgh's Primary School, adults and children have the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this 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 the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at St Werburgh's Primary School.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, homophobic comments, violence, threatened violence, isolation, cyber bullying by telephone or internet, disability bullying, racist or gender bullying, ridicule or other indirect action such as spreading unpleasant stories about someone.

The school works hard to ensure that all pupils and adults know and understand the difference between bullying and simply "falling out". However, at St Werburgh's Primary School we understand that isolated incidents or otherwise can have a detrimental affect on a pupil's/adults well being and personal development. (Cross reference – Behaviour policy)

Some children may show some or all of these signs:

- Obvious distress such as tearfulness or constantly miserable expression
- Unwillingness to come to school
- Frequent headaches, stomach aches or complaints of feeling unwell
- Request for money from staff or friends
- Bruising on face or body
- Isolation from other children
- A sudden deterioration in the standards of work
- Reluctance to leave the classroom at the end of the day
- A tendency to stay close to staff during breaks
- Damage to child's property
- Uncharacteristic behaviour

If you are concerned about a child showing some of these signs, you must contact the class teacher or Learning Mentor Charmaine Prewett to alert them and in order that an investigation is conducted. See below.

Actions to Tackle Bullying

Prevention is better than cure so at St Werburgh's Primary School we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the PSHEE and Emotional Literacy curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour for example, physical and verbal Intimidation, Racial harassment and Homophobic and Transphobic language. An example can be seen within the PHSEE lessons, of which one theme is all about bullying.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be:

- Investigated and taken seriously by staff members.
- Recorded on a *major incident form*. (A member of staff will complete the incident form and will be required to give a copy of report and the action taken to the child's class teacher and the Headteacher).
- Effectively monitored on a daily basis.
- Pupils who are identified as involved in a bullying incident are monitored and supported by the Learning Mentor. We then work with them following a set programme to help change their behaviour towards their peers.
- Formal Bullying form completed and reported to LEA.
- All parents are informed of incident and outcome.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. The adult will remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. 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 recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Strategies include;

- Role-play and other drama techniques
- Circle Time
- PSHEE lessons
- Setting up a buddy system
- Peer mediation
- Peer Massage
- Engagement of the School Council and Rights Respecting Leaders
- Support from outside agencies (e.g. behaviour support team.)
- The school's learning mentor, class teacher or learning support assistant may be directed to work with an identified group of pupils to ensure preventative programmes are in place.

Parental Involvement

The parents will be informed of any incident and the action that has taken place and asked to support strategies proposed to tackle the problem. If the child has been bullied or perceived to be the bully. (This may result in an exclusion from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

We believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. This policy is seen as an integral part of our Behaviour and Motivation Policy.

Complaints procedures

There is a formal complaints procedure for both pupils and staff. The school is an open establishment and will promote a transparent policy for all its community adults and children. If you are concerned about a way the school has dealt with an incident please contact the school at the earliest opportunity to discuss with the Learning Mentor, Deputy Headteacher or Headteacher. If you would like to see the complaints procedures please speak to the school office.

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. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number	Website
Anti-bullying alliance		www.anti-bullyingalliance.org.uk
beatbullying.org Cyberbully	02087713377	info@beatbullying.org
Bullying UK	08458350417	www.bullying.co.uk
Childline	08001111 (helpline for children)	www.childline.org.uk
SupportAgainst RacistIncidents (SARI)	01179420060	
NSPCC	0800800500	
Samaritans	01179831000 (Bristol)	
Kidscape	02077303300 (general inquiry number) Helpline 08451205204	www.kidscape.org.uk
EACH		www.eachaction.org.uk/
Domestic violence Women's aid	08082000247	helpline@womensaid.org.uk
DFES	08700002288	www.dfes.gov.uk/bullying/

St Werburgh's Primary School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school pupils should be provided with the opportunity to experience, understand and celebrate diversity. It is a Rights Respecting School and as such includes the UNICEF Rights of Child articles: 1, 2, 12, 15, 19, 30, 34, 36, 37 & 39.

This policy is written in accordance with policies:

- PSHEE
- Emotional Literacy policy
- Learning and Teaching
- Confidentiality
- Single Equality Scheme (inc. DES, GES, RES)
- Child Protection
- Safeguarding Children Policy

Helen Faulkner – Headteacher