

WILLOWS PRIMARY SCHOOL

ANTI-BULLYING POLICY

The purpose of this policy is to promote consistency of approach and to create a climate in which types of bullying are regarded as unacceptable.

At The Willows Primary School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

Aims

We aim to respond positively and effectively to bullying by:

- Promoting co-operative behaviour
- Using the curriculum to raise awareness of bullying
- Encouraging pupils to tell staff if they are being bullied
- Dealing promptly and consistently with bullying behaviour
- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To inform pupils and parents of the school's expectations and foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering knowledge and attitudes which will be required to achieve the above aims.
- Using a no blame approach
 - Counsel and support the bullied pupil
 - Develop a supportive group to help the bullied pupil
 - Work to change the behaviour of the bully
 - Monitor progress

What is bullying?

Bullying is any deliberate, hurtful, frightening, threatening behaviour by an individual or a group towards other people. It occurs more than once, is one sided and happens on purpose, and encompasses all forms of communication

Bullying behaviour includes:

- **Physical:** hitting, kicking, spitting, pushing, pinching, throwing stones or any other forms of violence.
- **Verbal:** name calling, swearing, spreading rumours, threats, teasing. This may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- **Written:** writing offensive notes or graffiti about another pupil
- **Emotional:** being unfriendly, excluding, tormenting, ridicule and humiliation.
- **Cyber-bullying:** texting, emailing, social networking.
- **Damage to property, or theft:** pupils may have their property damaged or stolen.

What can children do if they are being bullied?

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent, a friend, or a relative. Generally it is best to tell an adult they trust straight away. They will get immediate support.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
- Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. Bullies usually pick on individuals.
- Write down the problem and put it in the class worry box.

What can children do if they know someone is being bullied?

- Take action! Watching and doing nothing looks as if they are on the side of the bully.
- If they feel they cannot get involved, they should tell an adult immediately. Teachers will deal with the bully without getting them into trouble.
- Do not be, or pretend to be, friends with a bully.

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The head teacher will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the bully about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at The Willows Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then the headteacher, working with the Special Educational Needs Coordinator (SENCo) where relevant, will intervene and a behaviour plan may be written.
- All incidents of bullying will be recorded as such in the School Incident Log.

Action to be taken to support the victim:

- Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns in a playground log.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be recorded in the monitoring section of the school Incident Log.
- Key friends identified by the child / parent will be asked for extra support.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The SENCo and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

Action to be taken to support the bully:

Type and method of support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet with the support of their class teachers / headteacher and a circle of friends.
- It will be made clear to all children that bullying behaviour is unacceptable because of the effect that it has on the other children.
- Children will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.
- Sanctions for behaviour may include the removal of part of breaks, lunchtimes for thinking time – parents will be informed which sanctions will be used.
- Following the implementation of a behaviour plan, if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, please inform school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel your child has been bullied by another child, please do not approach that child or the child's parent on the playground, please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- Not to attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents

Links with other school policies

Child Protection Policy, Positive Behaviour and Discipline Policy, E-Safety Policy

Help Organisations

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support , links and advice.

For a copy of Kidscape's free booklets "*Stop Bullying*", "*Preventing Bullying*" and "*You Can Beat Bullying*", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to:

Kidscape
2 Grosvenor Gardens
London
SW1W 0DH

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