

**Witton Church Walk CE Primary
School**

Anti-Bullying Policy 2023



***Where Every Door is Opened and Every Gift is
Unlocked***

Governors, parents and school staff worked together to agree a vision for Witton Church Walk Primary School which they felt was represented in the following quotation...

‘Where Every Door is Opened and Every Gift is Unlocked’

At Witton we are a partnership of school, church, home, the Diocese and community. We create a stimulating and caring environment, grounded in Christian belief and practice, so that all members of our school community can flourish. We all appreciate and value what it means to be a positive member of a diverse and multicultural community. Time is taken to value and nurture each child educationally, creatively and spiritually. Children and staff are encouraged to aim for ‘*Everyday Excellence*’ and believe in themselves. Understanding and valuing their self-worth and the importance of their place and purpose in our community to be the person they are fully capable of being.

‘Bullying is an issue which can affect anyone of us, regardless if age, background, gender sexuality, race, disability or religion. It can happen for many reasons; it is often stupid and cruel and can take many forms.’

Prince William, Duke of Cambridge

We have a responsibility to ensure that Witton Church Walk is a place where children feel safe, valued as God’s children and their self-worth is protected. At Witton Church Walk we believe all children should be given the opportunity to thrive and flourish with bullying and discrimination mitigated as much as possible, with any incidents being dealt with swiftly and effectively. Through our schools Christian ethos, we create a safe, caring and transparent environment which allows us to minimise the incidents that may occur.

What is bullying?

There are many definitions of bullying, but most have three things in common:-

- ☐ It is deliberately hurtful behaviour
- ☐ It is repeated often over a period of time
- ☐ It is difficult for those being bullied to defend themselves

Bullying can take many forms but the main types are:-

- ☐ Physical – hitting, kicking, taking belongings
- ☐ Verbal – name calling, insulting
- ☐ Racist remarks
- ☐ Sexual
- ☐ Homophobic
- ☐ Biphobia
- ☐ Transphobic
- ☐ Emotional – tormenting, mobile text messages, ridiculing, humiliating, social media, cyberbullying or ignoring
- ☐ Indirect – spreading nasty stories about someone, excluding someone from social groups
- ☐ Underlying quiet malicious

Bullying is an issue taken seriously by our all stakeholders in our school. The school works hard to promote disclosure and to provide strong support for all those involved in incidents. Children, parents and staff are asked to remain vigilant to protect themselves and others. It is our aim to treat incidences of bullying by responding quickly and to take the concerns of children and parents seriously. Complaints are investigated through discussion, questioning, pastoral care, monitoring and feedback is offered to all concerned. There is a clear reporting procedure for children, staff and parents to follow.

Why our school should be concerned about bullying?

There are a number of very important reasons for challenging bullying behaviour in our school.

- ☐ The safety, happiness and mental wellbeing of our school community is of paramount importance to our school. When pupils are bullied, whether it be by pupils, parents or staff, it can cause profound damage, physical injury or mental trauma.
- ☐ Attainment and achievement. Bullying can be a hindrance to children being able to reach their full potential and being able to flourish with confidence.
- ☐ Providing a model for helpful behaviour. If they observe bullying behaviour going unchallenged, pupils may deem that behaviour has acceptable.

Pupil Voice

"There are three main types of bullying, physical, verbal and emotional. Verbal and emotional bullying can happen online as well."

"A person can feel lonely if they are bullied, even if they are around lots of other people, they feel invisible."

"We should show our love for others through kind words and actions."

"If you think someone is being bullied it is important to let them know you are there for them and encourage them to speak to an adult, you could always be there with them when they speak to an adult."

"We don't allow bullying at our school, it is important children know about the signs and types of bullying so they can make positive choices and act in a way in which

Jesus would want them to act, with love in their hearts."

"It is important to tell an adult as they can help, they are there to listen and can take action to make you feel safe again."

"It is really important to stand up to bullying and make your voice heard"

Combating bullying

All staff have updated training to deal with bullying. 10 children in Year 5/6 will also be trained 'AntiBullying Ambassadors' by the Diana Award Anti Bullying Campaign.

Raising Awareness

Witton Church Walk CE Aided Primary School will talk openly about bullying and recognise that some form of bullying may exist.

The children will learn the importance of telling someone else if they feel threatened or bullied. They must be made aware that they can turn to anyone of the following people for help -

- ☐ Parents or Carers
- ☐ Any member of staff – senior, mid-days, teachers etc
- ☐ Prefects
- ☐ Anti-Bullying Ambassadors
- ☐ Governors
- ☐ Our Vicar
- ☐ Children's Champion, Mrs McGreavy
- ☐ Family Support Worker
- ☐ Local PCSOs

Governors

The governing body will support the Head teacher to eliminate bullying. They will monitor the incidences of bullying that occur at school and ensure that clear processes are followed.

Head Teacher

It is the responsibility of the Head teacher to implement the anti-bullying strategy, to ensure that staff apply this policy and know how to deal with incidents of bullying. She will provide any training for staff deemed as necessary. She will complete incident reporting to the Governing Body.

Teachers

Our relationships policy ensure staff model positive relationships around the school. Our PSHE curriculum and My Happy Mind (relate) lessons teaches children how to build positive relationships. Teachers take incidents of bullying seriously and will intervene to support all parties involved. They will keep records of incidents that occur in class. If a child is repeatedly involved in bullying other children the teacher will inform the Assistant Head, Deputy or the Head teacher. At this point the child's parents will be invited into school to discuss the situation more formally.

Parents

Parents have a responsibility to actively encourage their children to be positive members of our school and to support this anti-bullying policy.

If a parent suspects their child is being bullied or is bullying other children they should contact the class teacher immediately. If the bullying is outside school and it continues inside school or has an impact within the school environment, the Head teacher will use her discretion to deal with it and eliminate it in accordance with our Relationships Policy.

The school has identified reasonable sanctions as a consequence to bullying behaviours within our Relationships Policy and we would expect parents to support the actions of the school.

Response to Bullying

It is important that all aspects of bullying are dealt with immediately. No adult at our school should dismiss claims of bullying without first investigating their validity. This is essential because this type of inappropriate behaviour needs to be prevented at the earliest opportunity.

Cyberbullying

The school acknowledges that cyberbullying may take place. This involves the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature. The school requires children to sign an acceptable use agreement where they understand the school has the right to act if children are involved in incidents of inappropriate behaviour on school internet or devices. This agreement outlines that school may also act on online behaviour taking place outside of school when the inappropriate online behaviour involves membership of the school community (examples would be cyber-bullying another member of the school, use of /sharing images of other children within the school or sharing another child's personal information online).

Signs and indicators

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- ☐ Says he or she is being bullied
- ☐ Is unwilling to go to school
- ☐ Becomes withdrawn anxious, or lacking in confidence
- ☐ Feels ill before school
- ☐ Comes home with clothes torn or training equipment damaged
- ☐ Has possessions go 'missing'
- ☐ Asks for money or starts stealing money (to pay the bully)
- ☐ Has unexplained cuts or bruises
- ☐ Is frightened to say what's wrong
- ☐ Gives improbable excuses for any of the above

In more extreme cases:

- ☐ Starts stammering
- ☐ Cries themselves to sleep at nights or has nightmares
- ☐ Becomes aggressive, disruptive or unreasonable
- ☐ Is bullying other children or siblings
- ☐ Stops eating
- ☐ Attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered as a possibility and should be investigated.

Monitoring and Review

The Head teacher will keep an accurate record of bullying incidences and will report to the governors about the effectiveness of anti-bullying strategies each term. The governors will review the effectiveness of anti-bullying strategies annually by examining the school's records and they will analyse the information with regard to all the protected characteristics.

Staff are particularly vigilant to any bullying that is specifically targeted at any of the protected characteristics. Incidents involving reference to one or more than one protected characteristic will be dealt with extremely seriously. Bullying that diminishes a child's self-worth or identity including, but not limited to, age, disability, gender, religion, marriage or family diversity, race or sexual orientation will be challenged immediately with sanctions and consequences in line with the seriousness of the incident. The school promotes our Vision Statement, 'Love Thy Neighbour as Yourself' Mark 12:31 and puts the children's wellbeing and dignity as a first priority.

Review Date -
October 2025

