

Witton Church Walk CE Primary School
Anti-Bullying Policy 2018



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 of 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 as safe and as 'bully-free' as possible. 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
- Emotional – tormenting, mobile text messages, ridiculing, humiliating, social media, cyber bullying or ignoring
- Indirect – spreading nasty stories about someone, excluding someone from social groups
- Underlying quiet malicious

Bullying is an issue taken seriously by our school. The school works hard to promote disclosure and to provide strong support for both victims and bullies. 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.

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 and happiness of our school community. When pupils are bullied, whether it be by pupils, parents or staff, their lives are made miserable. They may suffer injury. They may be unhappy about coming to school/work. Over time they are likely to lose self-confidence and self-esteem. Some may blame themselves for 'inviting' the bullying behaviour.
- Attainment and achievement. The unhappiness of being bullied is likely to affect their concentration and learning. Some children will avoid being bullied by not coming to school.
- Providing a model for helpful behaviour. If they observe bullying behaviour going unchallenged, others may learn that bullying is a quick and effective way of getting what they want. Those players who are being bullied may interpret the schools inaction as condoning unacceptable behaviour. They will feel badly let down by adults in authority.

Pupil Voice

'Bullying hurts, don't do it.' – Callan, aged 4

'Bullying lets our school down, we need to teach children about it so that they choose the right path and make the right choice.' – Erin, aged 8

'There are three main types of bullying, physical, mental and silent, this includes is cyber bullying.' – Mason, aged 11

'When you feel bullied you are left out and feel really sad that no one helps us.' – Jordan, aged 9

'It is not kind, so, play nicely with each other, don't argue, calm down or walk away and just be friends.' – Angel, aged 7

'Always tell an adult if you are being bullied, so they can sort it out and make you feel safe again.' – Paige, aged 10

'If someone bullies you, it makes you feel sad, you must tell someone.' – Filipe, aged 7

Combating bullying

It is important that pupils are aware that Witton Church Walk, as a whole, will deal swiftly with any instances of bullying. They therefore need to know what types of behaviour constitute BULLYING. Children will also be taught the difference between bullying and teasing through lessons and a class poster.

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

Once they have this awareness the children must seek the support of friends and adults at school or at home.

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 and our Reverend
- Children’s Champion, Lystra Landon
- Family Support Worker
- Worry box/(non-verbal)
- Don’t Worry, Be Happy box (non-verbal)

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.

Teachers

Teachers will support the children in their class. By praising, rewarding and celebrating success we nurture a climate of mutual trust and respect. Teachers take incidents of bullying seriously and will intervene to support both the victim and the child who is bullying. 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.

Where the school feel there may be an emotional disorder or disturbance that requires professional support the parents of the child will be approached and steps made to contact and work with specialists, e.g. Children and Adolescent Mental Health Services, our Family Support Worker, counselling and play therapy.

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 Behaviour Policy.

The school has identified reasonable sanctions as a consequence to misbehaviour and we would expect parents to support the actions of the school. However if parents have concerns about the

way that their child has been treated they should initially contact the class teacher. If the concern remains unresolved they should make an appointment to discuss the matter with the Head teacher. If after further discussions the situation remains unsatisfactory, the formal complaints procedure will be followed.

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 can be time consuming but is vital because this type of inappropriate behaviour needs to be prevented at the earliest opportunity. Obviously, there will be instances when the claims are invalid, however all cases must be dealt with quickly and fairly and in line with our behaviour policy.

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 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 gender, age, disability and ethnic background of all the children involved in bullying incidents.

Issues involving racial, gender or disability discrimination are dealt with seriously, there is a separate Equality Policy to support inclusion and raise awareness of anti-discriminatory expectations.

Date agreed – October 2018

Date to be reviewed – October 2021