



Willington Primary School

Anti-Bullying Policy

Bullying can affect everybody. At Willington Primary School bullying of any kind is not tolerated. In line with our behaviour policy we place an emphasis on positive behaviour and aim to create an environment where children are empowered and assertive so they can speak up for themselves and/or confide in a member of staff.

WHAT IS BULLYING?

There are two main types of bullying:

1. Opportunist or boredom bullying
2. Persistent, deeply rooted, set target bullying.

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

Direct bullying can be physical or verbal and can include:-

- name calling
- teasing and taunting due to race, sexuality or disablement
- harassment and spreading rumours
- physical assault or threats
- excluding from the social group

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day and into the home, with a potentially bigger audience due to the advent of social media.

In this school, bullying is defined as 'the persistent targeting of a single child or a group of children by one particular child or a particular group of children'.

In Key Stage 1, some instances of bullying may be unintentional, in that the perpetrator does not realise the effect of the behaviour. Nevertheless, such incidents should be treated seriously, so that there is less likelihood of the behaviour becoming worse.

IT IS EVERYONE'S RESPONSIBILITY TO PREVENT BULLYING HAPPENING. THIS SCHOOL WILL REACT PROMPTLY TO SUCH INCIDENTS.

WHO IS INVOLVED?

Anybody - bullies and victims can be anybody at all. Whoever is involved it is vital that children are encouraged to speak up and tell somebody - this weakens the position of the bully.

All children must be encouraged to tell an adult if they feel that they are being bullied whether it is in person or by phone/Internet. The children in the school must know that we treat such matters seriously and that immediate action will be taken. The parents of both parties must also be aware of this.

PROCEDURES - WHEN BULLYING IS REPORTED

Children can tell any member of staff as there is close liaison between all teaching and non-teaching staff. Parents are also encouraged to talk with staff should they have any concerns.

If any staff, teaching or non-teaching, have any evidence of concern that a child is either bullying or being bullied, they must investigate it themselves and refer the findings to senior leaders. They do this by completing a 'Bullying Incident Report Form' and passing this on to the Headteacher or deputy head teacher, who will follow up the incident as necessary.

If there is evidence that a child is bullying, the matter will be dealt with by the Head Teacher. The Head will make a judgment as to whether the offence warrants the bully's parents being informed, or whether the offence can be dealt with internally. However, if the same child is involved in other offences, the Head Teacher will contact the parents, inviting them to come into school to confront the problem together with the child, and to decide on an appropriate way forward. In such a case, the victim's parents will also be informed of the school's action.

We expect that parents will be supportive of our actions. In the event of a parent or parents not supporting our actions, the parent(s) will be invited to discuss their concerns with members of the school's governing body.

HOW TO PREVENT BULLYING IN SCHOOL

Ensure children who say they are being bullied are listened to, and tell them what you are going to do about it.

Staff: –

- Place an emphasis on positive behaviour.
- Treat each child as an individual and show respect.
- Be aware of vulnerable children.
- Avoid having favourites.
- Encourage caring behaviour, co-operation.
- Teach pupils how to be a good 'online citizen'.

Parents: -

- Come straight to school and let somebody know your concerns - we can do nothing until we know about it.
- Try not to get involved yourself. It does not help the situation when parents fall out.

Children :-

- Encourage children to be friendly towards people they think are being bullied e.g. include in games.
- Encourage children that telling is the grown up and correct thing to do.

MONITORING AND REVIEW

This policy will be reviewed and evaluated by staff on a yearly basis to ensure appropriateness, practicality and effectiveness.

Next review – September 2017