



## Woolenwick Junior School Anti-Bullying Policy

Policy Name	Anti-Bullying
Created by	School
Responsibility of	Headteacher
Reviewed by	Jackie Birch and Tasleem Koser
This Review Date	October 2020
Next Review Due	October 2023
Cycle	3 years
Approved Governing Body	

### Introduction

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms, for instance, emotional, physical, racial, sexual, direct or indirect verbal and cyber bullying.

It is not an isolated incident or a one-off unkindness between peers.

The school is required to follow the Home Office definition of a Racist Incident: any incident which is perceived to be racist by the victim or any other person.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- Verbal: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist: racial taunts, graffiti, gestures, making fun of culture and religion.
- **Protected characteristics:** It is against the law to discriminate against someone because of: [age](#),
- [disability](#), [gender reassignment](#), [marriage and civil partnership](#), [pregnancy and maternity](#), [race](#)
- [religion or belief](#), [sex](#), [sexual orientation](#). These are called protected characteristics and people are protected under the [Equality Act 2010](#) from these types of discrimination.
- Sexual: unwanted physical contact or sexually abusive or sexist comments.
- Homophobic: because of/or focussing on the issue of sexuality.
- Online/cyber: setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to

someone relating to their disability or special educational needs.

At Woolenwick Junior School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy to reduce the extent of harm to the young person, with full consideration to the impact on that individual child's emotional and mental health and well-being.

Bullying of any kind is unacceptable and will not be tolerated in our school, all incidents of bullying will be taken seriously. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. No-one deserves to be a victim of bullying. Victim and perpetrators will both be supported by the school and restorative justice approaches to be applied in order to achieve this. Parents are encouraged by the school to come forward and share any concerns that they may have.

This policy sits alongside the schools, Child Protection, Behaviour, E-safety, Equalities, PHSE, and SEND policies.

### **Aims and Objectives**

We will do all we can to deal with all bullying incidents through prevention and procedures, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004. In addition the KCSIE documents are to be used when working internally and with external professionals.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Children and young people may be harmful to one another in a number of ways which would be classified as peer on peer/child on child abuse.

Keeping Children safe in Education 2020 states:

Peer on peer/ child on child abuse Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms.

### **The Role of Governors**

The Governing Board supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Board does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Board will regularly review the School's Bullying Policy.

The Governing Board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly and may request incident logs or numbers. The governors require the

Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The school use CPOMS to log incidents.

### **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher will report to the Governing Board about the effectiveness of the anti-bullying policy on request.

The Headteacher will ensure that all children know that bullying is wrong and that it is unacceptable behaviour. The Headteacher will draw the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil has received a consequence.

The Headteacher will ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher will set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of the Teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

It is the responsibility of all staff to listen to pupils and /or parents and record any bullying incidents or incidents of behaviour that could be perceived as bullying (see Behaviour Policy) onto the CPOMS recording system. The names of all children involved in the incidents will be clearly recorded, this includes any investigative work where witness statements were taken. CPOMS logs will then be forwarded to the Senior Leadership team in order to monitor and put appropriate support in if required. *See further information with regards to support.*

Incidents that happen outside of the classroom, going to and from school or in the local area are also logged onto the CPOMS system.

The school uses 'STOP' – several, times, on purpose – to define bullying incidents.

- Teacher witnesses an act of behaviour which could be perceived as bullying
- Support the child and investigate the incident.
- Use STOP approach to ascertain if the incident was 'bullying'
- Report incident to the Headteacher and log this immediately onto CPOMS
- Arrange to meet with the child's parents/carers- as soon as possible (as appropriate)
- Deal with the incident and following measures as per strategies identified to support and apply restorative justice (if needed)

Please note: It is necessary to gather the information as soon as possible to get the true facts around what has occurred as soon after the child (ren) to ensure they have correct details. It is equally important to deal with it sensitively and think about the language used.

Support may involve pastoral support / counselling for the victim and a consequence and support for the child who has carried out the bullying. Bystanders may also need support and consequences. Teachers will spend time talking to the child who has been bullied: they will explain why the action of the child was wrong and will endeavour to help the child change their behaviour in future. Where appropriate, this may involve large group/class learning on bullying and the impact this has on individuals.

In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Teachers should encourage children to report incidents of bullying. All children follow the Protective Behaviours approach to problems and keeping safe. All children have a support network of people they can speak to.

Regular PHSE lessons take place in class to ensure that children understand what the term bullying means and the impact that it has on others. Teacher will also do circle times in class and regular E-Safety lessons.

### **The role of Parents/Carers**

Parents/carers are encouraged to take an active interest in their children's school life, discuss friends, how playtime is spent and the journey to and from school.

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Parents/carers and families should prepare their children to enter school displaying polite, well-mannered respectful behaviour. They should discourage their children from using bullying behaviour at school, home and elsewhere.

Parents/carers and families are asked to refer to the Home School Agreement referencing appropriate behaviour in school.

### **The Role of Pupils**

Pupils should be involved in strategies that counter bullying and have opportunities to develop skills to resist bullying & to deal with bullying.

Pupils should learn about what constitutes bullying and what to do about it. Pupils should also be made aware of the role of the bystander and the impact that it can have.

Pupils should know that as either a victim or a witness of bullying, it is okay to tell and that doing nothing is unacceptable.

Pupils should report bullying to any member of staff.

Pupils should regularly review their support network in school to ensure that they have trusted adults to talk to.

Each year the school trains a group of pupils as Peer Mentors, to support other pupils during unstructured times.

### **Monitoring and Review**

Evidence will be gathered in a variety of ways including class and playground observations, shadowing and discussions with colleagues.

Bullying and behaviour incidents logged onto CPOMS are regularly monitored by the senior leadership team, this is in order to look for any patterns. Relevant support is then put in place, this may be individualised, class or whole school based.

If the information gathered leads staff to believe that the child may be at risk of significant harm, this should be passed to the schools DSP, who will contact children's services for advice. Immediate action to be taken where this is an urgent need.

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying approach, and by discussion with the Headteacher. Governors analyse information with regards to gender, age and ethnic background of all children involved in bullying incidents.

## **Appendix 1**

### **NSPCC – What is Bullying**

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

#### **Bullying can take different forms. It could include:**

physical bullying: hitting, slapping or pushing someone

verbal bullying: name calling, gossiping or threatening someone

non-verbal abuse: hand signs or text messages

emotional abuse: threatening, intimidating or humiliating someone

exclusion: ignoring or isolating someone

undermining, constant criticism or spreading rumours

controlling or manipulating someone

making silent, hoax or abusive calls

racial, sexual, transphobic or homophobic bullying

bullying someone because they have a disability.

#### **Cyberbullying**

Cyberbullying is bullying that takes place online. Unlike bullying in the real world, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone.

Cyberbullying can include:

sending threatening or abusive text messages

creating and sharing embarrassing images or videos

trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games

excluding children from online games, activities or friendship groups

shaming someone online

setting up hate sites or groups about a particular child

encouraging young people to self-harm

voting for or against someone in an abusive poll

creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name

sending explicit messages, also known as sexting

pressuring children into sending sexual images or engaging in sexual conversations.

## Signs of Bullying

No single sign will indicate for certain that your child's being bullied, but watch out for:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money (to give to whoever's bullying them)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others.

## Effects of Bullying

The effects of bullying can last into adulthood. At its worst, bullying has driven children and young people to self-harm and even suicide.

Children who are bullied:

- may develop mental health problems like depression and anxiety
- have fewer friendships

- aren't accepted by their peers
- are wary and suspicious of others
- have problems adjusting to school, and don't do as well.

All children who are affected by bullying can suffer harm – whether they are bullied, they bully others or they witness bullying.

## Appendix 2

### NSPCC

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

Advice for parents and carers to help keep children safe from bullying, wherever it happens. Information on bullying and cyberbullying, effects and signs.

### Anti- Bullying Alliance - united against bullying

<https://www.anti-bullyingalliance.org.uk>

*'We are a unique coalition of organisations and individuals, working together to achieve our vision to: stop bullying and create safer environments in which children and young people can live, grow, play and learn.'* There are resources for schools. Information and games for children, young people and parents.

### Bullying UK

<https://www.bullying.co.uk>

Part of the Family Lives group. This website gives a range of information on bullying for parents, children and the workplace. There are also links to other websites offering parenting support and short videos.

### Child Exploitation and Online Protection

<https://www.ceop.police.uk/safety-centre/>

If you have been a victim of sexual online abuse or you're worried this is happening to someone you know, let us know safely and securely

### Childline, online, on the phone, anytime. Call 0800 1111

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/bullying-cyberbullying/>

Support for children and young people who are being bullied, support for you if you know you are bullying and find it hard to stop. Get support from other young people via our message boards.

### Kidscape

<https://www.kidscape.org.uk>

Phoneline is open Mon/Tues from 9.30 – 2.30 p.m.(not Bank Holidays). Call: 020 7823 5430  
WhatsApp: 07496 682785. Email: [parentsupport@kidscape.org.uk](mailto:parentsupport@kidscape.org.uk) *'We offer friendly, impartial, non-judgemental information, advice and support to parents, carers and family members who are concerned about their child or young person being bullied. Bullying may be taking place inside or outside of school, in sports/youth clubs, over social platforms or phones.'*

### National Bullying Helpline

<https://www.nationalbullyinghelpline.co.uk/>

Bullying - Help and advice for children and adults dealing with bullying. **Call FREE on 0300 323 0169**  
Open from 9am to 5pm Monday to Friday

## **Thinkuknow**

<https://www.thinkuknow.co.uk>

Thinkuknow is the education programme from NCA-CEOP, a UK organisation which protects children both online and offline. There is information for parents about abuse and how to report concerns. There are games and information for children of all ages.

## **Young Minds**

<https://www.youngminds.org.uk>

*'We want to see a world where no young person feels alone with their mental health, and all young people get the mental health support they need, when they need it, no matter what'. This is a website that supports the mental health of children and young people'*. There are also resources for schools and parents. There is a Parents Helpline for detailed advice, emotional support and signposting about a child or young person up to the age of 25. Call us for free on 0808 802 5544 from 9:30am - 4pm, Mon - Fri.