



**Wodensfield**  
Primary School

# ANTI-BULLYING POLICY

AIM TO BE THE BEST YOU CAN



**Adopted by: Wodensfield Primary School**

**Approved at Full Governing Board: 15<sup>th</sup> January 2024**

**Signed by Chair of Governors:** 

**Review date: November 2024**

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## Introduction

All schools have a legal responsibility to take bullying seriously. The school insists on good behaviour and is aware of the duty placed on the school in respect of behaviour off the school premises (Section 89 of the Education and Inspection Act 2006). It is also important to refer to The Equality Act 2010, Preventing and Tackling Bullying July 2017.

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. In such cases, the school staff should report their concerns to their local authority children's social care. Even in situations where safeguarding is not deemed an issue, schools may need to seek assistance from external services to support the victim of bullying or to address any underlying issues that have contributed to a child engaging in bullying.

The school considers bullying behaviour to be abhorrent and will take all necessary measures to prevent it from occurring. The school continues to train and develop its own peer supporters who assist younger children during playtimes.

The policy was formulated by the Senior Leadership team, in consultation with staff, governors, and following the principles of the When the Adults Change methodology. This policy should be read in conjunction with the school behaviour policy (including the Behaviour blueprint).

## A Whole School Approach

The school will adopt a whole school approach to address bullying, actively involving the entire school community. The Headteacher and SLT will provide support and leadership, ensuring adequate resourcing. Governors have responsibilities for school policies and will be consulted about provision and policy, receiving regular reports at Governors' meetings.

## Statement of Intent

We are committed to providing a caring, friendly, and safe environment for all our pupils, ensuring they can learn in a relaxed and secure atmosphere. This is achieved by following our three rules – Ready, Respectful, and Safe. We believe that every child has the right to feel safe in school and enjoy their education without the threat of bullying. Our approach focuses on building the children's self-esteem and confidence and ensuring consistency across the school. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel comfortable reporting it, knowing that incidents will be dealt with promptly, fairly, and effectively. Anyone who witnesses bullying is expected to report it to a trusted adult.

## What is Bullying?

Bullying is ongoing and deliberate behaviour that upsets the victim. It can be direct (physical or verbal) or indirect (e.g., exclusion or cyberbullying), and may be carried out by an individual or a group.

Bullying can take various forms:

- Emotional: being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching, or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: related to or focusing on the issue of sexuality

- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyberbullying: including all of the above, but carried out through chatrooms, mobile phones, and social networking sites. Please refer to the separate policy on internet use, as all pupils and staff are required to sign an acceptable user policy.

Bullying targeting those with special educational needs and disabilities, due to learning disabilities and/or physical impairment.

### Why is it Important to Respond to Bullying?

Everybody has the right to be treated with respect. Pupils who engage in bullying behaviour need to learn alternative ways of behaving. We have a responsibility to respond promptly and effectively to incidents of bullying. Our main school rule is to treat others the way you wish to be treated. This principle is shared among staff and pupils. We also encourage all individuals to aim to be the best they can be.

### Objectives of this Policy

The objectives of this policy are as follows:

- All governors, teaching and non-teaching staff, pupils, and parents should understand what bullying is, including cyberbullying.
- All governors, teaching and non-teaching staff should be aware of the school's bullying policy and adhere to it when incidents are reported.
- All pupils and parents should know the school's bullying policy and how to react if they witness or experience bullying behaviour.
- As a school, we take bullying seriously, and pupils and parents can be assured that they will receive support when bullying is reported.
- Bullying, whether in person or through internet sites and/or mobile phones, will not be tolerated.
- Signs and Symptoms

### Signs and Symptoms

A child may indicate through signs or behaviour that they are being bullied. Adults should be aware of these signs and investigate if a child:

- Is frightened of walking to or from school
- Avoids taking the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn, anxious, or lacking in confidence
- Develops a stammer
- Attempts or threatens suicide, or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to perform poorly in school
- Comes home with torn clothes or damaged books
- Loses possessions
- Asks for money or starts stealing money (to pay bullies)

- Continually loses dinner or other monies
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive, or unreasonable
- Bullies other children or siblings
- Stops eating
- Is afraid to speak up
- A noticeable change in device usage
- Signs of anxiety/discomfort after being online

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

## Procedures

### **If bullying is suspected, we will:**

- Speak to the suspected victim and any witnesses individually.
- Identify the bully and discuss the incident to understand why they became involved.
- Clearly communicate that bullying is not tolerated.
- If the bully admits to their actions, they will be subjected to the sanction procedures outlined in the Behaviour Policy.
- All incidents of bullying will be recorded in the School Incident Log, kept in the Head Teacher's office, and documented on SIMs.
- We will also maintain an informal log of incidents if there are concerns.
- All parties involved will be brought together to discuss the issues if agreed upon by all parties.
- Children will be given time to resolve conflicts.
- We will support and empower children to resolve conflicts and understand their role in the issues.
- We will establish agreements between the children where necessary.
- Parents will be informed.
- We will follow up with further discussions with individuals, as appropriate.
- If necessary, we will provide support to children individually or as a group.
- If incidents persist and pose a health and safety issue, the Head Teacher may initiate exclusion procedures (see Behaviour Policy). In more serious cases, other agencies may be consulted.
- Incidents of cyberbullying will be treated in the same manner. Bullying is categorized as a 'Serious breach' within our Behaviour blueprint.

## Outcomes

- The bully (or bullies) may be asked to genuinely apologize. Additional consequences may also be implemented.
- In serious cases, suspension or even exclusion may be considered.
- If possible, pupils will be reconciled.
- Following the investigation and resolution of incidents, each case will be monitored to ensure there is no repeat bullying.

## Prevention

We believe that creating an anti-bullying culture is essential in preventing bullying and equipping children with the skills needed to handle such situations. Peer supporters and Play Leaders have a positive impact on the playground culture and climate. They receive annual training from staff leaders. Additionally, the following activities contribute to supporting and developing children's skills:

- Writing stories, poems, or drawing pictures about bullying
- Reading stories about bullying or having them read aloud in class
- Engaging in role-plays
- Holding discussions about bullying and its significance
- Incorporating cyberbullying education into the RSE/PSHE curriculum
- Conducting assemblies on bullying
- Utilizing bullying boxes
- Establishing class site rules
- Promoting the Ready, Respectful, and Safe school rules
- Designing posters and PowerPoint presentations about cyberbullying, created by the children
- Hosting parent workshops and CPD with an online behaviour specialist
- Implementing a nurturing program led by trained staff

## Staff Support and Training

Staff members can access professional anti-bullying courses provided by the LA. The PSHE coordinator will attend relevant courses and share information during staff meetings and inset days. The policy will be evaluated annually and reviewed bi-annually. Staff should be aware that bullying of staff members, whether by pupils, parents, or colleagues, is unacceptable. The school follows locally agreed policies and refers to the Department for Education's advice note on how to protect themselves from cyberbullying and how to address it if necessary.

## Help Organisations:

Advisory Centre for Education (ACE) <a href="http://www.ace-ed.org.uk/">http://www.ace-ed.org.uk/</a>	020 888833777
Children's Legal Centre	01206 873820
KIDSCAPE (Parents Helpline, Mon-Fri 10-4) <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>	020 7730 3300
Family Lives <a href="http://www.familylives.org.uk/">http://www.familylives.org.uk/</a>	08088 002222
Youth Access	020 8772 9900
Wolverhampton LA	01902 556556