



Willow
Primary
School

Anti-Bullying Policy

Policy name:	Anti-Bullying Policy
Linked policies:	Safeguarding, Behaviour, Equality, Peer on Peer Abuse (child friendly policy), IT Policy
Policy author:	Laura Pownall
Date approved:	June 2019
Review date:	June 2021 – No changes to be made. Reviewed in September 2021 in light of KCSiE Next review date: June 2022
Other information:	

The **ASPIRE** Values are central to our school culture and ethos. Our curriculum and behaviour policies reinforce the following values:

- A** We are ambitious to **ACHIEVE** our best
- S** We show we want to succeed by being **SELF-MOTIVATED**
- P** We enjoy school life and overcome challenges by being **POSITIVE**
- I** We show bravery and **INDEPENDENCE**
- R** We care for others and always show **RESPECT**
- E** We focus on learning by being **ENGAGED** in everything we do

Our commitment

At Willow Primary School we are committed to keeping our children safe both inside and outside school. We work hard to provide a supportive, caring and safe environment that allows children to learn without fear of being bullied and our efforts have been recognised by achieving the Doncaster Anti-Bullying Charter Mark.

Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, parents and children should be confident that incidents will be dealt with promptly and effectively.

What is Bullying?

Our school adopts the Doncaster Wide definition of bullying:

- Bullying is the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyber space.
- Bullying behaviour deliberately causes hurt (either physically or emotionally).

Bullying behaviour is repetitive (though one off incidents such as the posting of an image or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour).

Bullying behaviour involves an imbalance of power (the person on the receiving end feels like they can't defend themselves).

Bullying is not:

- Teasing banter between friends without intention to cause hurt;
- Falling out between friends after a quarrel or disagreement;
- Behaviour that all parties have consented to and enjoy.

Signs of bullying

At our school, children are encouraged to tell somebody about anything that makes them unhappy. However, some children may be scared of telling therefore adults and children should be aware that changes in a child's behaviour may mean they are being bullied.

Children may:

- be frightened to walk to or from school on their own
- not want to go to school
- change their route to/from school

- begin truanting
- become quiet or lacking in confidence
- feel ill in a morning (particularly on school days)
- cry themselves to sleep or have nightmares
- lack concentration or begin doing poorly in school work
- come home with clothing or books damaged
- have possessions or dinner money 'go missing'
- begin stealing
- have unexplained cuts and bruises
- become aggressive or bully other children
- stop eating
- refuse to say what is wrong.
- be reluctant to play outside
- be secretive over their mobile or computer.

These signs and behaviours do not always mean that a child is being bullied but they do mean that it should be considered. Victims of bullying can feel like failures. They feel stupid, ashamed and ugly. Bullying may lead to bed wetting, sleeping difficulties, depression, loneliness and a lack of trust. It is clear that bullying affects the whole family and should not be ignored in the hope that things will improve.

How people can help:

- If you are worried that your child or friend is being bullied ask him/her if they are.
- Be aware of the symptoms of bullying
- Don't agree to keep it a secret – and tell an adult at school or tell their parent .
- Allow your child/friend to talk about their feelings.
- Don't tell your child/friend to hit back – the problem will get worse.
- Avoid threatening the bullies – it often makes matters worse.

Remember if you are a child at school and you are being bullied or worried about a friend; you can:

- Talk to any member of staff.
 - Speak to one of our Anti-Bullying Ambassadors
 - Speak to a member of the Pupil Leadership Team
 - Speak to our Lead Practitioner for Inclusion
- Use our Child Friendly Peer-on Peer Abuse policy to help you.

Prevention:

Respect is central to our ASPIRE Values and within our curriculum, we teach the importance of respecting others and taking responsibility for our own actions.

We always address issues such as bullying and we learn how to resolve problems without falling out.

Members of our Pupil Leadership Team and our Anti-Bullying Ambassadors are committed to raising awareness and creating an anti-bullying ethos. Every year our Pupil Leaders work with teachers to organise an anti bullying week. During this time, we review our policies.

Procedure:

All reports of bullying will be investigated immediately by the class teacher or a member of the school Inclusion Team.

- Serious cases of bullying behaviour will be referred to the Headteacher.

The Headteacher or member of the school leadership team will investigate the incidents and record them in writing.

- Parents will be told and invited to talk with the Headteacher.
- Parents will be informed of the measures the school intends to take.

The class teacher, Pastoral Care Leader or member of the Inclusion Team will monitor each case so it does not happen again.

All the children involved will take part in restorative practice (led by an adult). The amount of help given will depend on how bad the bullying is.

Outcomes

- Class teachers may look at where children sit in class
- Teaching staff and mid-day supervisors are told about the situation.

Children may be allocated a 'playground buddy' usually an older child to involve them at playtimes

- Children are encouraged to speak to an Anti-Bullying Ambassador

Children are encouraged to use the school 'friendship stop' or Buddy Bench so they have children to play with.

- Children who keep bullying may have to miss playtimes.
- Individual targets may be used to help children socialise
- Children who keep bullying will have support from a pastoral care team member.

In severe cases of bullying or persistent bullying the Headteacher may consider fixed-term exclusion or permanent exclusion.

All incidents will be shared on CPOMS and recorded in line with the Doncaster LA guidance.

It is the responsibility of the whole school community to report any incident of bullying.

Children may react to events within their own lives by being nasty to others. This may make them bully. Understanding why children bully is very important; we do not believe in calling children 'bullies'

We have a clear process for dealing with situations where bullying may take place. If the process has been followed and the child continues to behave in a bullying manner towards other pupils the following steps will be taken:

School staff will consult with external agencies to provide additional support for either the victim or the perpetrator.

2. Formal parents meeting with a behaviour contract will be signed
3. A Governors Disciplinary Panel meeting
4. Possible Fixed Term Exclusion
5. Possible Managed Move
6. Possible Permanent Exclusion

Process for dealing with allegations of Bullying

