



**Welbourne Primary**  
Academy



# Anti-Bullying Policy

<b>Policy:</b>	Anti-Bullying Policy
<b>Owner:</b>	Tracy Lawson
<b>Approving Board:</b>	Welbourne Primary Academy Committee
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## **Anti-Bullying Policy**

### **Introduction**

At Welbourne Primary Academy we are committed to providing a safe and secure environment where bullying is regarded as unacceptable. All forms of bullying will not be tolerated, and we will ensure that all members of our school community understand what is meant by bullying and how it can be reported and resolved. There will be clear procedures in place to deal with incidents of bullying and a strong ethos on preventative education.

### **Aims**

The aim of this policy is to help us deal with incidents of bullying, quickly, effectively, consistently and with sensitivity to the needs of the individual. Specifically, this means we will:

- \*Provide a safe and secure environment where all members of the school community are treated in accordance with our values.
- \*Be proactive in reducing the risk of bullying by developing a school ethos in which bullying is unacceptable and pupils are confident to report bullying and understand what it is through appropriate education.
- \*Provide appropriate and effective in training for all staff .
- \*Ensure all staff understand what bullying is and take all forms of bullying seriously, intervening to prevent incidents from taking place or continuing.
- \*Ensure all staff know what the school's policy is on bullying and follow it when bullying is reported.
- \*Apply consistent and appropriate education to any students who are involved in bullying others and use consequences as required.
- \*Ensure that all parents/carers are clear on our actions against bullying.
- \*Ensure all pupils and parents should know what the school's policy is on bullying and what they should do if bullying arises.

### **Definition of Bullying**

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

### **Bullying can be, but not limited to:**

- **Physical:** Repeated use of body contact to intentionally hurt others E.G. pushing, kicking, spitting, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** Racist bullying can be defined as 'A range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status'. Where any form of

behaviour such as this takes place, the school will work to educate the students who are involved in this, as well as putting in appropriate consequences.

- **Sexual:** Sexual bullying includes any behaviour, whether physical or non-physical, where sexuality is used as a weapon by individuals. It can be carried out to a person's face, behind their back or by use of technology. Sexist bullying refers to bullying simply because the victim is a girl or a boy, based on singling out something specifically gender-linked.
- **Homophobic:** because of, or focussing on, the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** The repeated negative use of speech, sign language or verbal gestures to intentionally harm others. E.G. name-calling, sarcasm, spreading rumours, teasing, abuse and threats, swearing, offensive language, discriminatory language. Ridiculing an individual.
- **Indirect:** repeated negative actions which are neither verbal nor physical, to intentionally hurt other s E.G. isolating someone from a group, damaging or taking somebody's property, physical intimidation, being the subject of malicious rumours.
- **Cyber:** The use of electronic communication to bully a person. All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities
- **Children with SEN:** Bullying related to disability or special educational needs

### Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- \*Is frightened of walking to or from their school
- \*Doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- \*Is unwilling to go to school
- \*Sudden changes in behaviour such as: Becomes withdrawn, anxious, or lacking confidence
- \*Sudden changes in behaviour such as: Becomes aggressive, disruptive or un-cooperative

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

### Sharing Bullying Concerns

#### Pupils

Pupils are expected to promote a positive attitude within school and the community. They have a duty to support others in tackling bullying. They are expected to:

- Behave positively and avoid discrimination against others.
- Report incidents which may be related to bullying to a trusted person (class teacher, teaching assistant etc).
- Help change the mindset of others to ensure mutual respect.
- Follow up restorative conversations with full engagement.
- Be receptive to different perspectives when an incident occurs.

## **Parents/Carers**

Parents are expected to support the school policy on tackling bullying including supporting all parties to find a positive resolution. They are expected to:

- Report incidents of bullying to the class teacher, deputy headteacher or headteacher.
- Remain impartial and report factual evidence.
- Allow appropriate time for investigations to take place.
- Re-assure any victims that a resolution will be found
- Support the restorative approach to educating the bully.

We advise that parents/carers also support their child in other ways, for example:

- Watch for signs of distress in your children, e.g. an unwillingness to attend school, a regular pattern of headaches or stomach aches, becoming withdrawn, loss of weight, difficulty sleeping, bed wetting, threatening self harm.
- Take an active interest in your child's social life. Discuss friendships, how lunchtime is spent, how their school day has been.
- If you think your child is being bullied, encourage her/him to talk about the problem calmly and inform school immediately.
- Take an active approach to safeguarding your child against forms of Cyberbullying. Do you know what social media sites they are using? Are they age appropriate?
- Seek support from staff in the school to help support your child. Do not encourage your children to hit back or to reply to bullying emails or text messages. It only makes matters worse. Impress upon them the need to inform an adult immediately if bullying occurs.
- If your child is found to have been bullying others, please ensure that you co-operate fully within the school, in order that the situation can be resolved as quickly as possible.
- Attend any meetings or request information on key areas if you require further support or guidance.

## **Staff**

Staff are expected to promote a safe and secure environment for all users of the school.

- Staff will remain vigilant to incidents of bullying around school, reporting all such incidents.
- Staff will challenge language used in class and around the school that is discriminatory in any way.
- Staff will actively promote anti-bullying strategies.
- Staff will act on incidents of bullying and resolve as appropriate.
- Staff dealing with bullying incidents should inform parents at the earliest possible stage.
- All staff will support an educational and restorative approach to bullying.
- Those instigating bullying will be sanctioned in line with the school Behaviour Policy.

## **Investigating a Bullying Incident**

Bullying is unacceptable behaviour and students who bully will be clearly shown that their behaviour is wrong. It happens in all schools and academies and many young people are involved at some time. This school is committed to creating a safe environment where young people can learn and thrive, can talk about their worries, confident that an adult will listen and will offer help. We will make it clear to students, staff, parents/carers and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both the people who are harmed and the perpetrators. We will ensure the safety of the victim and do our best to support improved behaviour from the bully.

## **Procedures**

When a pupil, member of staff or parent reports an incident of one or more pupil's being bullied, any action taken will be overseen by the Headteacher or Deputy Headteacher. Any incident and appropriate actions will be recorded on my concern.

### **Step One**

After a reported incident the staff member should ensure the victim is safeguarded from any further events.

### **Step Two**

The staff member should reassure the victim or those speaking on behalf of the victim that they have made the right decision to come forward and disclose the incident. Staff may also need to reassure other students who are linked to the incident.

### **Step Three**

Students who are victims will be supported by a staff member. They will be asked questions to ascertain exactly what has happened. Questions should include:

- What has happened?
- How often has it happened?
- Who was involved?
- Where it happened?
- Who saw what happened?
- What has he or she done about it already?

\*Any witnesses will speak to the member of staff that is investigating the concern.

\*The alleged 'bully' will speak to the member of staff and will be asked questions to establish the facts of the concern.

\*Parents of both the victim and perpetrator will be contacted and informed of the concern and actions that will need to be taken.

- At this stage it must be determined if bullying has occurred and if there are wider reasons for this. Staff should refer to the bullying definition in this document for clarification.
- After all evidence has been taken into consideration, the staff member involved should decide on further action. Staff should always consider the age and stage of development of the pupils involved.

### **Step Four**

In most cases it would be best to provide educational support for the bully to modify their behaviour. Where possible we would like the victim and bully to work together on the outcome and potential consequence required. This can take place during break or lunch times and would most likely include some restorative approaches including an apology to the victim.

### **Step Five**

It is vital that a staff member who has dealt with a bullying incident reviews the progress made by both the victim and bully. This should initially take place, as a minimum, on a weekly basis. Where positive progress has been made, the staff member should acknowledge this e.g. phone call home to parents/carers of both victim and perpetrator

## **Resolving Bullying**

There is often a reason for someone to begin bullying, often due to their own past experiences or current emotional circumstances. Education for the bully is fundamental in our approach as a school. Where possible we will look to avoid lengthy consequences which increase the resentment towards the victim, making a positive resolution difficult to maintain. All parties involved must consider the impact of their actions including the needs of others, especially in the case of an imbalance in power over disadvantaged students.

### **Preventing, identifying and responding to bullying**

We will:

- Work with staff and outside agencies to identify all forms of bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Actively create 'safe spaces' for vulnerable children and young people

### **Involvement of pupils/students**

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of consequences which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in school
- Publicise the details of helplines and websites
- Offer support to children and young people who have been bullied
- Work with children and young people who have been bullying in order to address the problems they have

### **Liaison with parents and carers**

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents/carers know about our complaints procedure and how to use it effectively
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying

### **Links with other school policies and practices**

This policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- The teaching of PSHE Education and Citizenship
- Child Protection Policy
- Complaints Policy
- E-Safety and Acceptable Use Policy

### **Responsibilities**

The whole school community should understand that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and to implement it accordingly
- The Headteacher to communicate the policy to the school community
- Pupils to abide by the policy
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**Monitoring and review**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review.

The named contact for this policy is: Tracy Lawson

Adopted by governors date ..... signed .....