

# WISBOROUGH GREEN PRIMARY SCHOOL



## ANTIBULLYING POLICY

Approved Spring 2011

Review September 2021

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## **Aims and intentions**

Our intention is that this policy will help everyone in our school community to know how to respond fairly and consistently if bullying occurs.

**Wisborough Green Primary School has a zero tolerance attitude to bullying.**

Bullying is disruptive, anti-social, and causes much damage to the school and wider community. Only when all issues of bullying are addressed will pupil, parents and staff be able to benefit fully from the opportunities available at school. This policy has been created with the intention of ensuring that children learn in a supportive, caring and safe environment without fear of being bullied.

## **Definition**

The school defines bullying as:

- deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- when a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner
- behaviour meant to hurt others – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, *not necessarily an isolated incident*
- involves an imbalance of power

Bullying can be further categorized in the following three ways:

1. Physical, e.g. kicking, hitting, taking and damaging belongings
2. Verbal, e.g. name calling, taunting, threats, offensive remarks
3. Relational, e.g. spreading nasty stories, gossiping, excluding from social groups

## **How the school will prevent Bullying**

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The school community has a responsibility to respond promptly and effectively to issues of bullying. The following preventative measures will be implemented across the school, and school community as appropriate:

- an open door policy in the school where all school members can discuss and report all issues relating to bullying
- raising awareness of bullying through planned class work, circle time and class assemblies
- regular praise of positive and supportive behaviour
- a collective approach whereby a set of rules can be created by the pupils and shared in all classes
- incidents of bullying to be dealt with seriously and immediately
- a whole school approach to recording and following up of incidents of bullying. (see incident report material in appendix A and B)
- evidence to be available to use where an alleged bully has several incidents against him/her and the parents do not accept that their child is involved in these activities
- to provide a concise report of known bullying incidents and the manner in which they have been handled

### **Care of duty and responsibilities of the school community.**

**What members of the school community must do to prevent bullying:**

#### **Children**

1. Treat each other with respect.
2. Do not bully others.
3. Learn about what bullying is.
4. Watch out for signs that someone is being bullied.
5. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

#### **Victims**

1. Tell someone if you think you have been bullied as soon as possible.
2. Make sure that you understand what bullying is.
3. Do not retaliate.
4. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

#### **Bystanders**

1. Do not get involved in the incident, for example, by encouraging the bully.
2. Tell someone, get help.

3. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

### **Members of staff**

1. Deal with bullying.
2. When someone tells you that they or someone else has been bullied, complete a Bullying Record (See Appendix A), arrange a follow up meeting (see Appendix B) and send a copy of the records to Headteacher.
3. Make sure you speak to the parents, if it is felt that bullying has taken place.
4. If you are on playground duty, keep an eye on the children. Watch out for signs that someone is being bullied.
5. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

### **Governors**

1. Keep up-to-date with what is going on in our school about bullying.
2. Check that the Headteacher is making sure bullying is being dealt with and is keeping a record of bullying incidents.
3. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

### **Parents**

1. If you think your child is being bullied, you need to find out whether they have reported it. If not, please contact the school.
2. Encourage your child to tell you the whole story about what has happened.
3. Listen to your child and watch out for signs that he or she is being bullied.
4. Make sure you understand what bullying is.
5. If your child has been bullying others, work with the school to help your child stop bullying others.
6. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

### **Headteacher**

1. Keep a file of all the Bullying Records in your office.
2. Make sure all members of staff complete Bullying Records and give you a copy.
3. Make sure that follow up meetings have been planned.
4. Watch out for signs that someone is being bullied in the school community.
5. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

**We agree that people that bully others may have problems too; they may need our help. People sometimes bully others because they feel sad about something. It can be their way of taking anger, guilt or sadness out on someone else.**

## **Bully**

1. Admit that you have been bullying another person.
2. Agree to get help.
3. Put the situation right as soon as possible.
4. Help the whole school community put a stop to bullying at Wisborough Green Primary School.

## **Statutory duty of schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE (For example through use of SEAL materials during our Anti-bullying weeks); class based collective worship and assemblies, as appropriate, in an attempt to eradicate such behaviour.

## **Monitoring and evaluation**

A senior member of staff has the responsibility to ensure that staff training is up to date. Anti-Bullying weeks will be planned throughout the school year, with ongoing follow up work as needed.

A termly report will be made to the governing body, by the Headteacher, including statistics about:

1. The number of reported concerns
2. Monitoring information about the pupils involved
3. Motivations for bullying
4. Actions taken and outcomes

This policy will be reviewed bi-annually with the input of Headteacher, staff, governors and children.