



Whitmore Park Primary School

Anti-Bullying Policy

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1. RATIONALE

We believe that all pupils have the right to learn in a safe, caring environment without the fear of being bullied. Whilst recognising that all schools, whether large or small, have the potential for some bullying behaviour, we feel that a clearly laid down system for discipline can minimise its occurrence. At Whitmore Park Primary School, we endeavour to promote good relationships between pupils and make it clear that bullying is anti-social and contrary to our ethos. It is wrong and will not be tolerated.

We feel that it is important for pupils and parents / guardians to know that any bullying complaints will be dealt with firmly, fairly and promptly.

2. INTRODUCTION

Bullying affects everyone, not just the bullies and the victims. It also affects those children who may witness it and feel pressured into condoning it due to potential peer pressure.

Bullying of any form is unacceptable and will not be tolerated at Whitmore Park. The school firmly believes bullying can have negative and long-lasting implications for its victim.

3. WHAT IS BULLYING?

The school's definition of bullying is:

Bullying can occur through several types of anti-social behaviour:

Physical – a child may be physically punched, kicked, hit, spat at etc.

Verbal – verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical or social disability or personality.

Exclusion – a child may be bullied simply by being excluded from, or left out of discussions / activities by those they believe to be their friends.

Damage to property or theft – pupils may have their property damaged or stolen. The bully may use physical threats in order that property is handed over to him or her.

Bullying can take place within school and also online including via social media and messaging applications. Bullying may also take place during online gaming.

Bullying is not the same as falling out with a friend or friends.

4. OBJECTIVES OF THIS POLICY

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and staff should know what the school guidance is on bullying, and follow it when bullying is reported.

All pupils and their parents should know what the school policy is on bullying, and what they should do if bullying happens.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

5. SIGNS AND SYMPTOMS OF BULLYING

Rather than telling an adult, children may indicate by signs and symptoms that they are the victims of bullying. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from school
- Begs to be taken to school
- Changes the usual routine
- Is unwilling to come to school
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do less well in schoolwork
- Comes home with clothes or possessions damaged
- Starts stealing money
- Has unexplained cuts and bruises
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the mobile phone [or internet]

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

6. PROCEDURES

Staff witnessing or being made aware of incidents of bullying should respond as soon as possible.

In the first instance, class teachers of any children involved should be informed as quickly as possible.

Class teacher(s) to investigate previous incidents to establish the types and frequency of any bullying behaviour, including the names of pupils involved. Class teacher and Year Leader to conduct a robust investigation to establish if an incident(s) is bullying.

If bullying has occurred, Class teachers will apply the school's behaviour policy and inform parents of the child being bullied and the perpetrator(s).

Incidents should be logged onto CPOMS on the day it is reported with identified SLT members to be alerted.

If the bullying continues a member of the SLT must be informed by the class teacher to provide support to stop the bullying from continuing.

The school will support any child who feels bullied and will work with any child displaying bullying behaviours to ensure they understand the potential consequences of their actions.

Summary of Steps for Potential Bullying Incidents
1. Potential bullying identified e.g. child reports they are being bullied
2. Class teachers of any children involved to be informed
3. Class teachers, with support from their Year Leader, to fully investigate current and past incidents
4. Based on investigation, Class teachers and Year Leaders to establish if bullying has occurred
5. If bullying has occurred, children's parents (bullied child and perpetrator(s)) to be informed with perpetrators being given a Stage 4 consequence in the first instance.
6. Incidents to be logged onto CPOMS by class teachers with SLT members being alerted.
7. Any continuation of bullying will be addressed by the Head Teacher

7. OUTCOMES

First and foremost the principle outcome is any identified bullying of pupils is stopped as quickly as possible and any child being bullied feels supported and their concerns are addressed and the bullying stops. From this point, the school will focus on any perpetrators of bullying to develop their understanding of the impact and severity of their actions.

Staff within school may provide supportive work for pupils such as mentoring (anger management, positive relationships). Following the incident and subsequent handling of it, each case will be monitored to ensure the bullying has stopped.

8. PREVENTION

As a school we will use our Relationship and Health Education (RHE) curriculum to teach children about the types of bullying and what our pupils should do if they feel they are being bullied. Including discussions around the impact of bullying and the link between bullying and mental health and wellbeing. Further, we will encourage pupils to discuss how to form respectful relationships with people and to form positive attitudes towards others.

In addition, pupils will be educated about bullying through:

-Participation in national Anti-Bullying Week campaigns.

-Participation in online safety and the impact of bullying online.

Children are also taught how to access help outside of their family and adults at school. Children learn about the work of ChildLine and have access to the website via a permanent link on the school's iPads. Children understand they can use ChildLine to seek help if they are being bullied.

All classrooms in school have a display of the school's definition of bullying, which is referred to by class teachers when addressing incidents (or potential incidents) of bullying.

The school utilises Home / School agreements to work with children and parents/carers to outline expectations about respect for all.

The school utilises resources and expertise provided by external providers including anti-bullying charities to ensure children are aware of the impact of bullying and how to seek help.

The school gives every child in KS1 and KS2 the opportunity to feedback their views on bullying in school, including if they have witnessed it or have personally experienced being bullied. Pupils will do this through an online survey in school at least once a year. Feedback from the survey will be analysed by senior leaders in school. Any actions which will make the school's policy more robust will be taken as will any concerns a child has raised through the survey.

The school's Computing User Agreement, signed by all children, states children being disrespectful online may result in a consequence in school. This includes any bullying behaviour which happens solely online and outside of the school. Typically incidents of bullying behaviour takes place on social media platforms including WhatsApp, Instagram, Tik-Tok, and Facebook, amongst others. The school's RHE curriculum ensures children learn about how to recognise bullying online and ways to seek help to stop it.

9. THE ROLE OF THE SCHOOL

We will endeavour to ensure that there are good levels of supervision of pupils at all times. Adults will promptly act upon any signs bullying is happening in school and/or if any bullying type behavior is reported to them. Any concerns will be dealt with quickly, fairly and firmly. Parents will be informed if their child has been bullied or has been bullying.

10. WHAT ARE PUPILS TAUGHT ABOUT BULLYING?

Bullying is never the fault of the person being bullied.

Nobody deserves to be bullied and that it is WRONG.

It is good to be individual and diversity is a positive.

Children are taught to be assertive, confident and to articulate their concerns.

Children are also taught to tell an adult if you feel like you are being bullied.

Children are also taught fighting back or trying to solve the problem alone may make things worse.

Generally it is best to tell a grown up whom you trust straight away. They will support you. Teachers will take you seriously and will help to stop the bullying without making things worse for you.

Report bullying to an adult immediately if you think you have witnessed it.

Do not be, or pretend to be friends with a bully.

Bullying can happen online and will be responded to in the same way as bullying in person.

11. SUPPORTING PARENTS/CARERS

The school will always support parents/carers who raise concerns about their child being bullied. The school will support parents to consider the following points to enable them to identify signs their child may potentially be a victim of bullying:

Look for unusual behaviour in your children. For example, they may suddenly decide they do not wish to attend school, they may feel ill regularly or not be doing as well with their work.

Always take an active role in your child's education. Ask how their day has gone, whom they played with etc.

If you feel your child may be a victim of bullying behaviour, let the school know. Your concern will be taken seriously and appropriate action will follow.

It is important that you advise your child not to fight back. It can make matters worse.

Tell your child that there is nothing wrong with him / her. It is not his/her fault that they are being bullied.

Make sure your child knows our policy on bullying and that they need not be afraid to ask for help.