



Whitmore Park Primary School

Anti-Bullying Policy

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1. Introduction

At Whitmore Park Primary School, we are aware that recognising, preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of every pupil. In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Whitmore Park Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. 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 pupil is suffering, or is likely to suffer, significant harm.'

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values.

2. Principles

It is the responsibility of the Governing Body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment. The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at Whitmore Park Primary School. They are:

- Every child is a unique child, who is constantly learning and can be resilient, capable, confident and self-assured.
- Children learn to be strong and independent through positive relationships.
- Children learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers.
- Children learn and develop in different ways and at different rates including children with special educational needs and disabilities.

3. Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils. We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

4. School Bullying Definition

At Whitmore Park Primary School, we agree that bullying is:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online.

5. Golden Values

The Golden Values are essential to good behaviour at Whitmore Park, and they are used consistently across the school. Children are taught each golden value through whole school assemblies, class assemblies and lessons across the curriculum. All classrooms and corridors have the values displayed and they are regularly referred to by all members of staff. Our golden values are:

- Honesty
- Kindness
- Respect
- Community
- Growth

6. Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

7. Types of Bullying

Bullying can include:

| TYPE OF BULLYING | DEFINITION |
|---|---|
| Emotional | Repetitively being unfriendly, excluding or tormenting. |
| Physical | Repetitive hitting, kicking, pushing, taking another's belongings or any use of violence |
| Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based • Gendered (sexist)• Homophobic/biphobic• Transphobic | Repetitively using taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality) |
| <ul style="list-style-type: none">• Disability-based | |
| Direct or indirect verbal | Repetitive name-calling, sarcasm, spreading rumours or teasing |
| Cyber-bullying | Repetitive bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI) |

8. Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, loss of appetite, stomach aches, headaches and bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches, stomach aches and signs of depression.

Behavioural: taking longer to get ready for school, coming home for lunch, losing more items than usual, sudden changes in behaviour and mood and concentration difficulties.

9. Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness.

E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

10. Listening to Children

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying. Each member of staff will:

- Listen to the child
- Take them seriously
- Show empathy
- Let the child know it's not their fault
- Reassure them they were right to tell you
- Follow our procedures for reporting concern

11. Responding to Bullying

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) should establish the type(s) 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. The Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should be fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.

If the bullying continues, a member of the SLT must be informed by the class teacher to provide support. 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 the 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 teacher and Year Leader 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 Red 2 for 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/SLT