Anti-Bullying Policy

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We are a Rights Respecting School and our policies reflect this in line with our belief that children have rights but also responsibilities as part of our school community.

This policy links directly to the following articles of the UN Convention of the Rights of the child.

Children's rights and responsibilities:

Article 12 - Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

Article 15 - Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

Article 19 - Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

Article 28 – Every child has the right to an education. Primary education must be free. Discipline in schools must respect children's dignity. Richer countries must help poorer countries achieve this.

Article 29 – Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 36 - Governments must protect children from all forms of bad treatment.

Article 37 - No child shall be tortured or suffer other cruel treatment or punishment.

1.0 Objectives of this Policy

The Wynyard CofE Primary School Anti-bullying and Prevention of Bullying Policy outlines what our school will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. This policy will be disseminated to the school community.

Our school community:
- Discusses monitors and reviews our anti-bullying policy on a regular basis.
- Is aware of the potentially serious actions that can follow bullying. These include psychological damage as well, in extreme cases leading to suicide
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/guardians regarding their concerns on bullying and deals promptly with complaints. Parents/ guardians/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other relevant organisations when appropriate.

2.0 Aims

We are committed to providing a caring, friendly and safe environment in our school for all of our pupils so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our school. We recognise that bullying could lead to suicide and all incidents are treated very seriously. If bullying does occur, all pupils should be able to report it and know that incidents will be dealt with promptly and effectively. All members of the school community should understand:

- the definition of bullying and that it will not be tolerated in our school;
- the policy on bullying and know how to follow it when bullying is reported;
- that support will be given when bullying is reported;
- that through monitoring, reviewing and training, the school aims to develop a positive atmosphere where pupils feel confident to tell if they are being bullied and that bullies can change.

3.0 Definition of bullying

Bullying is: "*Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally*".
Bullying can include: name calling, taunting, mocking, making offensive comments, kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

4.0   Forms of Bullying Covered by this Policy:

Bullying can happen to anyone. This policy covers all types of bullying including:
- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation and gender/transgender concepts
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

5.0   Definition of Cyber Bullying

"Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself." *(Report to the ABA by Goldsmiths College)*
- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging (IM)

6.0   Setting & Promoting E-Safety

Bullying can occur in and out of school and therefore parents and the school need to work together. A contract is to be completed by each pupil in Key Stage Two and every parent agreeing to safe and responsible internet use at school to highlight the responsible use of the internet and promote the schools' anti cyber bullying message (see E-Safety Policy).

7.0   Preventing, identifying and responding to bullying

We will:
- Work with staff and outside agencies to identify all forms of prejudice-driven 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 whole-school activities.
- Train all staff including lunchtime staff, teaching assistants and non-teaching staff to identify bullying and follow policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.

- 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 sanctions 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 pupils who have been bullied.
- Work with pupils who have been bullying in order to address the problems they have.

8.0 Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:
- Complaints
- Behaviour
- Esafety
- The teaching of Citizenship and PSHE Education and Social and Emotional Learning
- The recording of racially motivated and homophobic incidents

9.0 Responsibilities

All staff have a responsibility for:
- Monitoring pupils in their care by being observant and asking pupils what is happening to them
- Liaising with staff, especially Head and the Designated Child Protection Officer in each school
- Knowing the policy and dealing with incidents in accordance with procedure
- Taking part in anti-bullying measures and contributing to strategy and solutions
- Reporting all incidents
- Involving pupils in creating positive strategies through PHSE, each school council and class routines

Further Responsibilities:
- The Head and Senior staff to take a lead role in monitoring and reviewing this policy
- The Head, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Head to communicate the policy to the local school community
- Pupils should abide by the policy

10.0 Procedures

We have a clear procedure so pupils know who to tell and teachers know how to record incidents including so that patterns can be observed.
- Report bullying incidents to staff
- In cases of serious bullying staff will record the incident

- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- In serious cases parents will be informed and will be asked to come to a meeting to discuss the problem
- An attempt will be made to help the bully (bullies) change their behaviour
- Staff who deal with pupils who have been bullied must always offer reassurance
- Pupils who have been bullied will be given support determined by the Head in consultation with the pupil
- Parents of pupils who are being bullied and parents of the bully may be involved in designing and providing the solution
- Support will be offered to the pupil being bullied
- We will endeavour to change the attitude and behaviour of the bully (bullies) in line with the positive procedures identified with the strategies
- Any of the school's formal sanctions punishments can be used as appropriate.
- If necessary and appropriate, police will be consulted

11.0 Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences
- may also take place.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident /incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

12.0 Review

This policy will be reviewed annually as well as if incidents occur that suggest the need for review. The school will continue to use guidance from DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

13.0 Approval by the Trust Board

This policy has been formally approved and adopted by the Trust Board

Signed:

(Chair of Trust Board)

Date: September 2017

Review date: September 2018