



## Anti-Bullying Policy

**Date written: January 2018**

**Date to review: January 2019**

### **Audience**

This policy document, having been presented to and agreed upon by the whole staff and Governing Body representatives, is distributed to all members of the teaching and non-teaching staff and the curriculum committee of the Governing Body. Further copies of this policy are available in the staff room and general office. Such distribution ensures the availability of the document to visiting teachers and to parents.

### **Aims**

We believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell any member of staff, who will then disseminate the information to those who need to know.

### **What is Bullying?**

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying is a repeated or varied actions performed over a period of time resulting in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting, etc.
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on the issue of sexuality
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – inappropriate comments on social media, sexting, photographs, videos, abusive emails or hacked accounts

### **Why is it important to respond to bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives

-  Bullying will not be tolerated.
-  All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
-  All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is being reported.
-  All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
-  As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

## Signs and symptoms

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

-  Is frightened of walking to or from school
-  Begs to be driven to school
-  Begin to wet the bed
-  Changes their usual routine
-  Is unwilling to go to school (school phobic)
-  Becomes withdrawn anxious, or lacking in confidence
-  Starts stammering
-  Cries themselves to sleep at night or has nightmares
-  Feels ill in the morning
-  Begins to underachieve their potential in school work
-  Comes home with clothes torn or books damaged
-  Has possessions go 'missing'
-  Asks for money or starts stealing money (to pay bully)
-  Has dinner or other monies continually 'lost'
-  Has unexplained cuts or bruises
-  Comes home starving (money/lunch has been stolen)
-  Becomes aggressive, disruptive or unreasonable
-  Is bullying other children or siblings
-  Stops eating
-  Is frightened to say what's wrong
-  Begins truanting
-  Doesn't want to go on the school/public bus
-  Attempts or threatens suicide or runs away
-  Gives improbable excuses for any of the above

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

## Procedures

-  Report bullying incidents to staff who will record them and share with the Headteacher
-  In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem with the Headteacher and class teacher
-  If necessary the police will be consulted but only in the most serious of cases
-  The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
-  An attempt will be made to help the bully (bullies) change their behaviour and they will be monitored (especially in unstructured times)
-  If the situation does not improve then a fixed term or permanent exclusion may be enforced, as outlined in the Behaviour Policy

## Outcomes

-  The bully (bullies) will be asked to genuinely apologise. Other consequences may 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.
-  Early Help could be offered to support the child and family
-  Specialist behaviour support could be offered if deemed necessary

## Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

-  Writing a set of school and class rules
-  Signing a behaviour contract in their personal organiser
-  Discussing bullying through curriculum content
-  Engaging children in enrichment activities, such as Anti Bullying week
-  Educating children through trips to establishment such as Crucial Crew
-  Having discussions about bullying and why it matters in PSHCE

## Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

-  Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
-  Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
-  If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
-  If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.

-  It is important that you advise your child not to fight back. It can make matters worse!
-  Tell your child that it is not their fault that they are being bullied.
-  Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
-  If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

**WALES PRIMARY SCHOOL**

**BULLYING LOG OVERVIEW**

Date	Victim	Perpetrator	Type		Evidence
			Emotional		
			Physical		
			Sexual		
			Racial		
			Homophobic		
			Verbal		
			Cyberbullying		
			Emotional		
			Physical		
			Sexual		
			Racial		
			Homophobic		
			Verbal		
			Cyberbullying		
			Emotional		
			Physical		
			Sexual		
			Racial		
			Homophobic		
			Verbal		
			Cyberbullying		

**WALES PRIMARY SCHOOL BULLYING LOG**

Date		Victim					Year group		
Perpetrator			Emotional	Physical	Sexual	Racial	Homophobic	Verbal	Cyberbullying

Description of the incident									
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Action taken							By Whom	Date

Outcome									
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