

# WILLOW LANE COMMUNITY PRIMARY SCHOOL

## ANTI BULLYING POLICY



### Mission Statement

We believe in the power of education to transform lives. We 'teach to the heart' in order to engage, excite and create happy and resilient learners. We make learning relevant and real through using our outdoor spaces as well as experiences beyond the school gate. An education at Willow Lane, prepares our children academically, socially and morally for the next stage of their learning.

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## **WILLOW LANE COMMUNITY PRIMARY SCHOOL**

### **ANTI – BULLYING POLICY**

At Willow Lane School, 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. Neither physical nor verbal bullying will be tolerated at Willow Lane School. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Everyone has a responsibility to prevent bullying.

### **What is Bullying?**

We define bullying as the use of deliberate hurtful behaviour over a period of time with the intention of hurting another person. Bullying results in pain and distress and the victim usually can't defend themselves.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **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, excluding from social groups
- **Cyber** - All areas of internet ,such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera &video facilities.

However, it is not bullying if two pupils of equal power and strength have an occasional fight or quarrel.

### **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.

### **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 teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- The whole school takes bullying seriously. Pupils and parents are confident 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 possible signs such as a child who: is worried about going to and from school, changes their usual routine, is unwilling to go to school, becomes withdrawn anxious, or lacking in confidence, starts stammering, cries themselves to sleep at night or has nightmares, feels ill in the morning, school work begins to deteriorate, has possessions which are damaged or "go missing", asks for money or starts stealing money, has unexplained cuts or bruises, becomes aggressive, disruptive or unreasonable, is bullying other children or siblings, stops eating, is frightened to say what's wrong, gives improbable excuses for any of the above, is afraid to use the internet or mobile phone and is nervous & jumpy when a text/email/chat room message is received. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Prevention:**

Through a caring ethos established in our assemblies, through class discussions, individual sessions with the pastoral team and the School Council we encourage children who are bullied physically or verbally to ask for help from staff and other children. If parents or carers discover that a child is being bullied they must share their worries with the classteacher, Deputy or Headteacher. In this way the child will be supported and the bully dealt with effectively. Staff will remind children termly that if they feel they are being bullied, they must tell their parents and teachers.

### **We prevent bullying in the following ways:**

- Staff to praise children's positive social behaviour.
- Friendship as a Value with assemblies and discussions.
- Discuss issues about bullying in class during circle time.
- Help children to develop strategies, with pastoral team, to solve conflicts constructively.
- Staff to be aware and monitor any possible problems

## **What the school does in event of bullying:**

The school will...

- Take bullying seriously and stop the bullying immediately.
  - We will react firmly and promptly when bullying is identified.
  - Support the child being bullied.
  - Involve mums, dads and carers at an early stage.
  - Investigate the facts of any incident and meet those concerned individually.
  - Record incidents in a consistent way to facilitate monitoring.
  - Monitor over time to ensure bullying does not continue.
  - Help children to develop positive strategies and appropriately assertive skills.
  - Try to help the bully to change his/her behaviour.
  - Involve children in class and school rules through in-class discussion and the School Council.
  - Be concerned about bullying on the way to and from school.
  - Involve outside agencies as appropriate.
  - Provide support for vulnerable children.
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- Children who are being bullied will be strategically protected.
  - Children who bully will be given the chance to discuss their own problems with the Deputy or Headteacher.
  - Sanctions will be determined according to the individual case and in line with our behaviour policy.

## **Monitoring and Reporting Bullying.**

Monitoring of bullying is conducted by the Headteacher and Deputy Headteacher. Records of incidents are captured on the school's CPOMS system. The headteacher will report all incidents of bullying to the governing body at termly meetings. These reports will be anonymised.

It is always a good idea to take an active part in your child's social life, know where they are and who they are with, and chat about friends and their activities in and out of school. An important part of this is children's online presence – bullying can and does happen via computers, tablets and telephones too. As well as keeping up to date with your child's friendships, you may learn of disagreements or difficulties.

Children who have been bullied may:

- Be unwilling to attend school.
- Be frightened of walking to and from school.
- Be anxious or overly concerned about using online technology.
- Respond anxiously to received emails, texts, messages via social media etc.
- Change their route to school.
- Show a change in their classroom behaviour or their work.
- Come home with books or personal belongings damaged.
- Request money or begin to steal money.
- Have unexplained injuries.
- Suffer mysterious illness.
- Refuse to say what is wrong.
- Give improbable excuses to explain any of the above.

If parents discover that a child is being bullied they must share their worries with the classteacher, Deputy Head or Headteacher. This will both support the child and ensure that the bully is dealt with effectively. We will react firmly and promptly where bullying is identified. There are a range of sanctions available to staff depending on the seriousness of the situation.

**WE WILL ALWAYS TRY TO HELP: THE SCHOOL HAS CLEAR BEHAVIOUR MANAGEMENT STRATEGIES WHICH DISCOURAGE VIOLENCE OR INTIMIDATION.**

## **GUIDANCE FOR CHILDREN**

Remember we will listen. If you are being bullied here are some things you might try:

- Tell an adult or write a confidential note to your classteacher.
- Try not to show that you are upset - this is difficult.
- Tell yourself that you don't deserve it.
- Walk confidently even if you don't feel confident.
- Avoid being alone in places where bullying may happen.
- Avoid online activities where bullying may happen.
- Tell an adult if you receive things on your phone or computer which are unkind.
- Stay with groups of people even if they are not your friends.
- Get together with friends and say NO loudly to the bully.
- Try not to fight back: tell a teacher.
- If you are in danger get away.
- If you are different in some way show you are proud of it – it's good to be an individual

### **We can all help to stop bullying.**

- Don't stand and watch.....get help.
- Show that you and your friends disapprove.
- Give sympathy and support to children being bullied.
- Be careful not to tease or make personal remarks.....imagine how you might feel.
- If you know bullying is happening over a phone or computer then tell an adult.
- If you know of bullying that is going on tell a trusted adult. We will try to help.