



**WILLOW TREE FEDERATION
COMMUNITY PRIMARY SCHOOL**



ANTI-BULLYING POLICY

Mission Statement

The children are at the heart of everything we do at Willow Tree Federation. We take a holistic approach to child development and we are privileged to support our children, families and the wider community to change and enhance lives. We celebrate the wide diversity of the backgrounds, beliefs, talents and interests of our children and we recognise learning happens in communities and empowers them. As a federation at the heart of its community, we understand and respect the positive impact we can have. We plant the seed that grows the future!

Date written	June 2020- updated September 2022
Written by:	Headteacher and staff
Date Formally Approved by Governors	September 2022
Date Policy became effective	September 2022
Review Date	September 2024 (reviewed 2023- minor changes)
Date added to Website:	September 2022

At the Willow Tree Federation 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 Primary School or Appletree Nursery. 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. We recognise that bullying can be defined as child-on-child abuse (see our Behaviour Policy for detail).

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

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.

We recognise that:

- bullying causes real distress and affects a person's health and development.
- in some instances, bullying can cause significant harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.

- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should understand 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, relationships education, e-safety education, 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 class teacher, 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 praise children's positive social behaviour.
- Kindness, respect and responsibility are key school values and highlighted in 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 are vigilant and recognise bullying can happen in any school.
- Staff closely monitor any possible problems and raise any concerns early with SLT.
- Through shared staff meetings dedicated to pastoral issues and concerns.
- Through the teaching of our HRE and e-safety curriculums.
- Teaching all children how to act if they witness bullying (including online) by seeking help from a trusted adult.

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference.
- increasing diversity within our staff, volunteers, children and young people.
- welcoming new members to our organisation.

What the school does in event of bullying

The school will:

- Take bullying seriously.
- We will react firmly and promptly when bullying is identified.
- Support the child being bullied.
- Involve mums, dads and carers at an early stage.
- Encourage parents/carers to supervise children's online activity closely (for all children involved in the bullying).
- 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 (including witnesses and bystanders) to develop positive strategies and appropriately assertive skills.

- 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 and online.
- Involve outside agencies as appropriate.
- Provide support for vulnerable children.
- Children who are being bullied will be strategically protected.
- Children who display bullying behaviours will have their needs taken into account and will be given the chance to discuss their behaviour and wider issues with the Headteacher or Deputy Headteacher and may work with the school Pastoral Lead. The child will be supported to change their behaviour.
- 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.

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each child has a 'communication book' in which children can report their concerns if they do not feel confident speaking to an adult. Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

GUIDANCE FOR PARENTS AND CARERS

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 class teacher, Deputy Head or Headteacher. This will both support the child and ensure that the bully is dealt with effectively. We will act firmly and promptly where bullying is identified. We will always help to stop bullying. There are a range of sanctions available to staff depending on the seriousness of the situation. We will continue to support and monitor as long as necessary to end bullying behaviour.

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 class teacher.
- 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.