



Woodcot
Primary School
TOGETHER WE LEARN AND GROW



Anti-Bullying Policy

| | |
|-----------------------------------|-------------------|
| Written by: | Headteacher |
| Review Cycle: | Every Three Years |
| Next Review: | December 2027 |
| Statutory / Non-Statutory: | Statutory |
| Last Reviewed: | December 2024 |

This policy has been written with reference to the DfE guidance document 'Preventing and Tackling Bullying' – Advice for headteachers, staff and governing bodies
July 2017

Statement

At Woodcot Primary School we accept that children will fall out with one another at times and that this is a normal part of growing up and establishing relationships. **However, when a child is subjected to deliberately hurtful behaviour and this is repeated over a period of time in situations where the child finds defence difficult, then the child is being bullied.**

Being bullied means:

- Being physically hurt or having your belongings taken
- Being called names or talked about in a harmful way
- Feeling scared or left out
- Having things happen to you over a period of time

The school will not tolerate bullying of any kind.

Aims

Our aims in establishing an anti-bullying policy are that the school will:

- Provide a secure and caring environment which promotes confidence and self-esteem in everyone
- Provide regular opportunities for children to express their feelings about the way they are treated by others through Circle Time, assemblies, P4C (Philosophy for Children), No Outsiders and PSHE (Personal, Social, Health Education) lessons
- Discuss with the children worries or concerns and provide support as appropriate
- Enable children to learn and rehearse suitable strategies for dealing with potential bullying situations through the planned curriculum

Process for dealing with bullying

If there is a reported incident of bullying, staff will investigate the incident sensitively.

This will involve:

- Talking to all individuals involved
- Ensuring that all parents of individuals involved receive information
- Communicating action taken to the appropriate member(s) of staff (usually the class teacher) and recording it accordingly
- Continuing support and guidance for both victim and bully from an appropriate adult
- Following up with individuals after a decided time interval

All incidents will be reported to the Headteacher and recorded in CPOMS.

It will be the responsibility of the Headteacher to identify and investigate persistent patterns of behaviour. If bullying persists, suspensions will be considered.

Combating bullying through the planned curriculum

Children will be taught a range of skills to support both victims of bullying and the bullies themselves through the school's curriculum. This will include opportunities such as roleplay, discussions, circle time, hot seating and drama. Children will be encouraged to become assertive rather than aggressive and to look at differences and the meaning of tolerance through curriculum

areas such as PSHE, RE, No Outsiders and Geography. Bullying will also be highlighted in themed events such as Anti-Bullying Week.

In addition, teachers have an awareness of issues in the classroom – teasing or pressurising of others. Teachers will not leave such behaviour unchallenged and will support children in responding appropriately. Children will be taught ways to refuse to comply with a bully's demands and encouraged to use 'I' for communicating – "I don't like you doing that." "I want you to stop it." Children will be given opportunities to respond assertively to situations, supported by the classroom teacher. A child who is excluded from social groups because of the unacceptable behaviour in those groups, will be encouraged and supported in examining such behaviour, and working towards their social skills.

The school will make its Anti-bullying Policy known to pupils, parents, staff and governors. The policy will be regularly reviewed by the Governors.

Most children will not be involved in bullying behaviour, but they are likely to know it is happening or even witness it taking place. They may do nothing to stop it because they are afraid, uncomfortable or do not know what they should do. Whilst vigilante behaviour is not an appropriate response children should be encouraged to exert positive peer pressure so that they can take an active stand against bullying behaviour.

Children should be aware of their responsibilities to stop bullying by:

- Not allowing someone to be deliberately left out of a group as a means of persecution or an act of unkindness
- Not smiling or laughing when someone is being bullied
- telling an adult what is happening encouraging the victim to join in with their activities or groups
- Telling the bully to stop what they are doing
- Showing the bully that they disapprove of their actions

Being passive about bullying can both allow it to happen and encourage it. Children need to be able to rehearse and act out responsible strategies for taking an active role against bullying.

Information for pupils

Being bullied means:

- Being physically hurt or having your belongings taken
- Being called names or talked about in a harmful way
- Feeling scared or left out
- Having things happen to you over a period of time

When you are being bullied

- Be firm and clear – look the bully in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

After you have been bullied

- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- Keep on speaking up until someone listens
- Don't blame yourself for what has happened

When you are talking about bullying with an adult, be clear about

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you see someone else being bullied

- Tell an adult
- Don't laugh or smile.
- Tell the bully to stop
- Encourage the person being bullied to join in with your group or activity, so they are not left on their own
- Show by your own conduct that you do not approve of what the bully is doing

Information for parents and families

All schools are likely to have some problems with bullying at one time or another. Although bullying is not a big issue at Woodcot Primary School, it is still important that we take steps to reduce and prevent bullying, as part of our commitment to your child's continued development.

Bullying behaviour includes:

- Name calling and teasing
- Physical violence
- Threats
- Isolating individuals from group activities sustained over a period of time.

Parents and families have an important part to play in helping schools deal with bullying.

First, discourage your child from using bullying behaviour at home or elsewhere. Show them how to resolve the difficult situations without using violence or aggression.

Second, ask to see our anti-bullying policy. An anti-bullying policy is a document which set out how the school deals with incidents of bullying. You have a right to know about this policy, which is for parents as much as staff and pupils.

Thirds, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect that a problem exists. Don't dismiss it. Contact the school immediately if you are worried.

If your child has been bullied:

- Calmly talk with your child about his/her experience
- Make a note of what your child says – particularly who said to be involved; how often the bullying has occurred, where it happened and what has happened
- Reassure your child that he/she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately
- Make an appointment to see your child's class teacher or the head teacher
- Explain clearly the problems your child is experiencing

Talking with teachers about bullying:

- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened – give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school; let them know if things improve as well as if problems continue

If you are not satisfied:

Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps:

- Make an appointment to discuss the matter with the Headteacher; keep a record of the meeting

- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening
- Contact local or national parent support groups for advice
- As the last resort, contact the Secretary of State for Education

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

Children sometimes bully others because:

- They don't know it is wrong
- They are copying older brothers or sisters or other people in the family whom they admire
- They haven't learnt other, better ways of mixing with their school friends
- Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

To stop your child from bullying others

- Talk with your child: explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying
- Make an appointment to see your child's class teacher, discuss with the teacher how you and the school can stop him/her bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people

Specialist organisations

The following organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional effects caused by bullying.

- The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. The ABA has also put together a fact sheet outlining the range of support that is available to schools and young people from the anti-bullying sector which can be accessed [here](#).
- The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.
- Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.
- The BIG Award: The Bullying Intervention Group (BIG) offers a national scheme and award for schools to tackle bullying effectively.
- Restorative Justice Council: Includes best practice guidance for practitioners 2011. 17

Cyber-bullying and online safety

- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyberbullying guidance and a practical PSHE toolkit for schools.
- Digizen: provides online safety information for educators, parents, carers and young people.
- Internet Matters: provides help to keep children safe in the digital world.
- Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.
- The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and colleges on responding to incidents of 'sexting.'

LGBT

- Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying
- EACH: (Educational Action Challenging Homophobia): provides a national freephone Actionline for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyber homophobia.
- Metro Charity: an equality and diversity charity, providing health, community and youth services across London, the South East, national and international projects. Metro works with anyone experiencing issues related to gender, sexuality, diversity or identity
- Proud Trust: helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training and events, campaigns, undertaking research and creating resources.
- Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.
- Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

- Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.
- Changing Faces: Provide online resources and training to schools on bullying because of physical differences.
- Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.
- Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti Bullying Alliance for school staff and parents on issues related to SEND and bullying.
- Information, Advice and Support Service Network: Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

Mental Health

- MindEd: Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young people's mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.
- PSHE Association – guidance and lesson plans on improving the teaching of mental health issues

Race, religion and nationality

- Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.
- Educate Against Hate: provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.
- Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

- Kick It Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.
- Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.
- Anti-Muslim Hatred Working Group: Independent members of this group are representatives from the Muslim community and will assist and advice on all relevant issues.

Please note that internal servers may block access to some of these sites. Schools wishing to access these materials may need to adjust their settings

Sexual Harassment and Sexual Bullying

- Ending Violence Against Women and Girls (EVAW): A Guide for Schools. This guide from the End Violence Against Women Coalition sets out the different forms of abuse to support education staff to understand violence and abuse of girls, warning signs to look for, and how to get your whole school working towards preventing abuse.
- Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.