

Water Hall Primary School

Anti Bullying policy



Person responsible:	Becky McGuire
Approved by:	AIB
Last reviewed on:	November 2021
Next review due by:	November 2022

1. Aim

Water Hall aims to provide a school environment that is safe and stimulating for all in our care.

The **purpose** of this policy is to promote and develop positive relationships between all members of our school community, this takes into account the rights and responsibilities of all of our stakeholders, running alongside the behaviour policy. Bullying of any kind is unacceptable at our school and will not be tolerated. All pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

2. Objectives

- To raise awareness of the school's stance towards bullying and what Water Hall Primary school will do to prevent bullying from happening in school.
- To ensure governors, teaching and support staff should have an understanding of what bullying is.
- To ensure all governors, teaching and support staff should know what the school policy is on bullying and follow it when bullying is reported.
- To ensure all pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- To make clear to the school community that bullying of any kind will not be tolerated.

3. Legislation and statutory requirements

This policy is written based on the following guidance:

- [Preventing and tackling bullying- Advice for headteachers, staff and governing bodies. July 2017](#)
- [Cyberbullying: Advice for headteachers and school staff. November 2014](#)
- [Advice for parents and carers on cyberbullying. November 2014](#)
- [Keeping children safe in education Statutory guidance for schools and colleges. September 2021](#)
- [Equality Act 2010: advice for schools](#)
-

This policy needs to be read in conjunction with the following school policies:

- Behaviour policy
- Child protection and safeguarding policy
- Online safety policy
- RSE and PSHE policy

4. Definition of Bullying

Bullying is defined as the **repetitive, intentional harming of one person or group by another person or group**, where the relationship involves an imbalance of power. This may be aimed / based on race, religion, gender, sexual orientation, appearance, disability or any other aspect.

Bullying may be aimed / based on race, religion, gender, sexual orientation, appearance, disability or any other aspect, but not limited to:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Verbal	name-calling, sarcasm, teasing, spreading rumours
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

5. Signs and symptoms of bullying

Children who may be being bullied demonstrate a range of different behaviours. The most important thing is that if you notice a change in the child's demeanour, routine or behaviour and they are reluctant to say why, they should be provided with a safe adult who they feel comfortable talking to.

Children may display one or more of the following behaviours

- Children and adults who are bullied may not always be prepared to tell someone. It is important to be observant and alert for signs of bullying.
- Being unwilling to go to school (school phobic)
- becoming anxious and withdrawn
- crying themselves to sleep at night or nightmares
- feeling ill in the mornings
- beginning to feel poorly at school
- coming home with clothes or books torn
- having possessions 'go missing'
- continually 'losing' pocket money
- unexplained cuts/bruises
- becoming withdrawn,
- lacking in confidence
- becoming aggressive and unreasonable
- bullying other children or siblings
- refusal to talk about the problem
- giving improbable excuses to any of the above
- other excuses or constant complaints
- Children with special educational needs may not be able to express themselves so it is important to be vigilant and look for all signs and symptoms of bullying

Parents are informed of the signs and symptoms of bullying so that they are able to recognise this at home. These are shared via our school website and shared regularly to raise awareness. Parents can talk to any member of staff. All allegations of bullying from parents will be investigated or monitored at the request of the parents. Evidence may be gathered through observations, talking with staff, parents, the victim and the alleged bully/bullies. This should be recorded. The Headteacher and/or senior member of staff should be informed immediately. Parents who have made the allegation should be kept informed as necessary. This is then all recorded on CPOMs.

6. Prevention

- Assemblies, PSHE lessons and Anti-bullying Week to encourage children to tell, discuss safe environments, in ICT lessons children are taught how to stay safe on-line and reporting mechanisms.
- There is on-going reinforcement of the appropriate behaviours through the school's core values and PSHE/ RSE curriculum.
- Regular interviews with children to hear the voice of the child
- Play and lunchtimes are supervised by key adults. Children are supported with forming good socialising skills with others through the engagement of games and turn taking activities.

7. Procedures

When an alleged incident of bullying has taken place:

- Staff record on CPOMs and report each alleged incident to a member of the Senior Leadership Team immediately - both prejudice based and bullying
- All incidents of alleged bullying will be investigated with relevant staff, parents and children involved.
- Support for the victim including; opportunities to discuss worries with a key adult, restoration of self-esteem, supporting the child with solutions on how to behave if incidents happen again.
- Sanctions for the perpetrator including; close monitoring, missed playtime, missed lunchtime, working with parents to help change attitude of the child, official warning, report cards, working with the police, withdrawal from class, fixed term exclusions, permanent exclusion
- We expect children to learn from their mistakes and take responsibility for future behaviours.
- Parents / carers will always be informed
- We expect parents / carers to support the school's Anti-Bullying Policy
- The school will report incidents to the police if necessary.
- All incidents are recorded and reported to the Academy Improvement Board

When a cyberbullying incident has taken place:

- Staff record and report incident and pass to Senior Leadership Team immediately
- Investigation of incident
- identification and interviewing of possible witnesses
- Examination of system logs
- Parents informed
- Contact the service provider and the police if necessary.

8. Outcomes

1. The primary outcome is that the victim feels safe and free from further bullying. The package of support will be dependent upon the needs of each individual child, as they may need support to rebuild their confidence and self-esteem. This will be agreed between the child, their parents/carers and the school
2. Appropriate consequences will be put in place in line with the Behaviour policy and an opportunity for the bully or (bullies) to reflect on their behaviour will be given. Incidents of bullying behaviours will be recorded on CPOMs.
3. If possible, the pupils will be reconciled using the 'Restorative Approach'
4. Relevant Staff will be informed to ensure effective monitoring and support is always on offer.
5. After the incidents have been investigated and dealt with each case will be monitored to ensure repeated bullying does not take place. This will be logged on CPOMs.