

Winnington Park Primary School and Nursery

Anti-bullying Policy



Updated: November 2024

Review date: November 2025

Anti-Bullying Policy

Every child has the right to express their views and for them to be listened to and taken seriously. Education should encourage understanding, peace, tolerance, equity of sexes and friendships among all peoples, ethnic, national and religious groups.

Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

This policy should be read in conjunction with the

*Behaviour Policy

*SEND Policy

*Complaints Procedure

*Equality Policy

*Equality Objectives Statement

Definition

Bullying is defined as deliberately targeted, hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, homophobic remarks, reference to difference, threatening behaviour/threatening comments)
- online bullying (sending hurtful emails/ texts/ messages)
- indirect (spreading rumours, excluding someone from social groups)

Bullying at Winnington Park Community Primary and Nursery School

We take incidents of bullying seriously. We encourage victims to report any incidents of bullying.

The school rules of “Be Kind, Respectful and Safe” reflect our whole school approach to actively engaging pupils in non-bullying behaviours. School proactively addresses behaviour through our curriculum, expectations and code of conduct and behaviour policy.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or absence from school. Pupils must be encouraged to report bullying in our school.

As a school we need to:

Raise awareness of all staff and children about bullying and make sure that all share an understanding of what bullying is i.e. when a child is intentionally hurt or made to feel afraid or unhappy by another

Achieve this aim through inclusion in PSHE, No Outsiders curriculum, circle time, Emotional Literacy, Citizenship, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour

Promote an inclusive ethos across the school to model ways in which all members of our community are welcome in school

Participate in activities to promote anti bullying week every year through our ‘Friendship’ week

Promote the Equality Act 2010 as a model of accepting and celebrating difference across the school and wider community. Ensure racist, homophobic, transphobic incidents are recorded and dealt with consistently alongside all incidents relating to the protected characteristics in the Equality Act 2010.

Develop an understanding of British Values that celebrate diversity and difference in the UK

Make it clear that bullying has no place at Winnington Park Primary & Nursery School and will not be tolerated. If it occurs, action will be taken

Identify potential problem areas in the school and the times of day when problems may occur; ensure that these areas are well supervised at these times

Communicate our policy on bullying to parents and governors

Promote Pupil Voice and create opportunities for individuals to talk with teachers/learning mentors about anything that is worrying them

Bullying can be physical, verbal or emotional by a single person or a group.

Response by Staff

We must give time to listen to all children involved and be seen to take the incident seriously. It may have needed considerable courage to 'tell'

Listen to the concerns of parents when they report incidences of poor behaviour or bullying and investigate thoroughly, feeding back to them in a timely fashion and making sure they understand school's response.

Class teachers should be prepared to accept that a child might prefer for whatever reason, to approach another teacher or adult in school

We should find out where and when bullying is happening, who is involved and, if appropriate, the child's view of why it is happening

Support the child in school and find ways to raise their self-esteem

Only if appropriate, and then with sensitivity, discuss the problem with the class or group (in the victim's absence if they prefer)

Explain to the children involved that parents need to be consulted about serious incidents

Make sure that issues are dealt with promptly and appropriately

Log incidents using CPOMS and following guidance in the behaviour policy

As soon as facts of incidents are reported, confirmed and recorded parents will be informed

Reasons for bullying behaviour should be discussed with the child involved, parents, class teacher, Head Teacher, Deputy Head Teacher or Assistant Head as appropriate – to establish the root causes and offer support

Make it clear that further bullying behaviour will not be tolerated

Ask parents to acknowledge responsibility for their child's behaviour and work together with school to support their child to change the bullying behaviour

The children involved should be referred to SLT, ELSA or Inclusion Leader so that an appropriate and timely response can be implemented

The child and family will be offered ongoing support which may take the form of regular meetings and additional monitoring of the child's wellbeing – this will be organised in conjunction with the family to suit the situation