

Winterbourne Earls CE (VC) Primary School

Anti-Bullying Policy

Date: November 2024

Review Date: November 2026

Mission Statement

At Winterbourne Earls CE Primary School we aim to provide excellence, encouraging our pupils to reach their full potential in an environment that reflects the Christian ethos of love and forgiveness, within a happy, positive and nurturing community.

Winterbourne Earls School is committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff and parents/carers. We believe that all pupils, staff and parents/carers have the right to be protected from bullying and abusive behaviour, and that relationships should be built on mutual respect.

Keeping Children Safe in Education 2024 section 156 states that: All staff should recognise that children are capable of abusing other children (including online). All staff should be clear about the policy and procedures with regard to child-on-child abuse. At Winterbourne Earls School there is a zero-tolerance approach to child-on-child abuse and our Anti-Bullying Policy seeks to set out our procedure to supporting those at risk of harm.

Aims and Objectives

This policy aims to ensure that all those connected with the school have an understanding of what bullying is and are protected from bullying behaviour. The ongoing and long term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences in the pupils, staff parents and carers who make up the school community, and to help pupils find and put into practice a series of solutions to the problem of bullying.

The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects from them, with regard to bullying.

The Headteacher has overall responsibility for the implementation and management of the Anti-Bullying Policy. The day to day implementation of this policy is a shared responsibility. The Anti-Bullying Policy is a continuum of the Behaviour Policy. The two policies should be read together and used together.

What is bullying?

Bullying is behaviour that hurts someone else. It can happen anywhere- at school, at home or online.

We consider the key factors that make behaviour bullying are:

- That it is usually repetitive behaviour, systematically undermining a person over a period of time;
- That it is intentionally harmful, carried out by an individual or group

- There is an imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.

Different types of bullying can include:

Physical - hitting, kicking, spitting, slapping, stealing/ damaging someone's belongings, etc.

Verbal - name-calling, insulting a person's family, threats of physical violence, spreading rumours, gossiping, consistently putting a person down, constant criticism

Emotional/ psychological - excluding someone from a group, ignoring or isolating someone, humiliating someone, threatening or tormenting someone, controlling or manipulating someone

Racist - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence

Sexual/Transphobic/Homophobic- Sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact. This type of bullying behaviour can be directed at children who are perceived to be different for not conforming to gender norms.

Cyber - bullying by text message, social media/email, hate websites

Written - insulting notes, graffiti

Religious – a negative or unfriendly approach focusing on religious difference or how somebody expresses their faith

Bullying someone because they have a **disability**

Bullying is the abuse of power by one person over another. All of the behaviours listed above are unacceptable and will not be tolerated at this school.

What are the signs and symptoms of bullying?

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to/ from school
- Doesn't want to go on the school bus
- Is unwilling to go to school/ into the school playground
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night, has nightmares, or wets the bed
- Feels ill in the morning/ complains of vague illnesses
- Begins to do poorly in school work
- Comes home with clothes or books damaged
- Has possessions that are damaged or go missing
- Asks for, or steals money
- Has unexplained cuts and bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Is self-harming

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention Strategies and Support through the Curriculum

Winterbourne Earls' Relationships and Positive Behaviour Policy explains the whole school approach to behaviour which includes rewards and celebrations for good behaviour as well as the sanctions for unacceptable behaviour. Individual classes have their own rules for good behaviour.

There are curriculum opportunities e.g. PSHE and RE lessons which are used to address the issue of vulnerable groups, differences between people, religion, race, disability, gender i.e. situations which can motivate bullying.

Individual and small group work is carried out with pupils relating to developing positive emotional and social skills through our comprehensive mental health and wellbeing programme.

Support for Vulnerable Groups

We have a series of planned and structured interventions that support pupils who have been the victim of bullying or who have bullied other people. These are social skills groups, individual or small group work (ELSA), counselling and support from other agencies. It is anticipated that the measures above will, on the whole, prevent bullying, but where they do not, the procedures below will be followed.

How do we handle bullying at Winterbourne Earls School?

- When bullying is reported it will be taken seriously
- In all cases of bullying, incidents will be recorded by staff on the online safeguarding system CPOMS and parents/ carers will be informed.
- Staff meetings give regular opportunity for staff to raise concerns regarding potential bullying
- Staff will work with the child who is being bullied to help them feel safe and find responses to bullying that work
- Staff will work with the child or people who are bullying to change bullying behaviour
- Wherever possible, staff will work with the parents/carers of any child who is being bullied to support and encourage that child in finding solutions to the bullying
- Wherever possible, staff will work with the parents/carers of any child who is bullying to support and encourage that child in finding alternatives to the bullying behaviour
- Staff will try to involve staff from outside agencies in supporting pupils who are experiencing bullying or who are being bullied
- If possible, the pupils will be reconciled
- Excluding pupils from school will only be considered as a last resort

How can we stand up to bullying behaviour?

This school is committed to stopping bullying behaviour and to do this we need everybody's help. Here are some of the things that every member of the school community can expect from the school and the things that are expected from each member.

All Pupils

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school, if we are having problems at home etc. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable:

- Don't gang up against another pupil in a vulnerable position, try to make him/her feel less vulnerable
- Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself
- Don't turn a blind eye to bullying and victimisation.

Here's what to do if you know that another pupil is being bullied (this could be a friend that you know really well, someone in your class, or someone that you just see around school; and the bullying could be happening at school, or on the way to and from school):

- Let a member of staff know about the bullying
 - Find a quiet moment to speak to a member of staff – your class teacher, any teacher, teaching assistant or Headteacher. When you let a member of staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour. If you want your discussion to be confidential, staff will not name you when investigating the bullying, unless they are forced to because of child protection laws
- There may be opportunities to raise bullying concerns during circle time or there may be specific ways that your class has adopted to raise issues with your class teacher i.e. a concern box

Pupils who are being bullied

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour.

This means that:

- All adults that need to know will be told of the situation, so that they can help and support you. This will include your class teacher, the Deputy Headteacher and Headteacher, and if appropriate those who supervise playtime and lunchtime
- You will be given the chance to work with them and find strategies to deal with the bullying, and talk about any worries or feelings you may have
- You will have regular meetings with your class teacher to ensure that repeated bullying does not take place
- The general issue of bullying will be raised and discussed regularly during PHSE/circle time

Pupils who are bullying

Bullying behaviour has no place at this school. If you are involved in bullying you can expect that:

- Your bullying behaviour will be challenged

- You will be treated fairly
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so

This means that:

- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving
- You will have regular meetings with staff to review your behaviour
- If you don't work at changing your behaviour, then staff will have to take more serious action e.g. suspending you from school activities. Your parents/carers will be involved at this point
- Our priority is to make this school a safe and positive place for the whole school community

Staff

All staff can expect to be properly trained and supported in dealing with bullying. All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions
- Follow the procedures set out in this policy when they are dealing with bullying
- Work in co-operation with colleagues, pupils, parents/carers, staff from outside agencies, and governors to combat bullying
- Be kept informed of on-going issues

Parents/carers

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

1. If your child is being bullied, you can expect that:

- You and your child will be listened to
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying
- Staff will do their best to address any concerns you may have
- Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her experience of being bullied

2. If your child is bullying another pupil, you can expect that:

- You and your child will be listened to
- Your child will be treated fairly
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff
- Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her bullying behaviour

If you have any concerns that another child who attends the school may be experiencing bullying, please do not turn a blind eye, but mention this to a member of staff.

Governors

School governors can expect to be kept up to date on the progress of the school's anti-bullying work.

School governors will be expected to:

- Give feedback on the monitoring and evaluation of the anti-bullying policy and practices in the school
- Publicly support the school's anti-bullying message