



Anti-Bullying Policy

At St Wilfrid's Primary School, everybody matters. Bullying of any kind runs counter to our Mission and is completely unacceptable at our school. 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 let someone know so that the bullying will stop.

Aims Of This Policy

This policy first and foremost is to protect victims of bullying behaviour and identify and support those who carry it out. Furthermore, its aims are to ensure that:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying behaviour is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying behaviour, and follow it when bullying behaviour is reported
- All pupils and parents should know what the school policy is on bullying behaviour, and what they should do if bullying arises
- As a school we take bullying behaviour seriously. Pupils and parents should be assured that they will be supported when bullying behaviour is reported
- Bullying behaviour will not be tolerated

This policy contains clear statements about procedures to follow in instances of bullying and some strategies to help both the person who is a victim of bullying and the person who has bullied someone else.

This policy is linked to the Behaviour Policy that operates in school.

All staff are expected to follow the procedures outlined.

Parents are asked to have due regard to the advice offered and shared with them.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain or distress to the victim.

Bullying is:

- When a child is repeatedly 'picked on' either physically or verbally
- Where the actions are deliberate and sustained
- When the intention is to hurt, isolate or humiliate an individual
- When the actions are designed to be kept secret
- When the actions are unprovoked

Bullying is not:

- An isolated incident
- A falling out
- A 'one-off' disagreement

Bullying can take many forms and could be:

- **Physical** (pushing, kicking, pinching and other forms of violence, including threats)
- **Verbal** (name calling, sarcasm, spreading rumours, persistent teasing)
- **Emotional** (excluding, tormenting, e.g. hiding possessions, ridicule and humiliation)
- **Status Bullying** (concerned with ranking, leadership)
- **Racial Bullying** (ethnic origin, language or accents, skin colour)
- **Homophobic** (because of or related to issues around sexuality)
- **Face to Face** (in direct contact) or **Remote** (e.g. through cyber-bullying, written communication) or **Indirect** (e.g. by talking about others, posting messages that they can see,)

It is necessary to draw a clear distinction between acts of bullying and everyday social contact that involves minor fallouts and disagreement. Children need to be prepared for this aspect of life by learning how to deal with minor matters themselves. Bossiness/assertiveness should not be confused with bullying, or being quiet with being a victim of bullying. Minor instances often arise out of misunderstandings, games and disagreements, rather than a deliberate targeting of an individual. We as a school endeavour to model and support children to deal with these situations appropriately and sensitively.

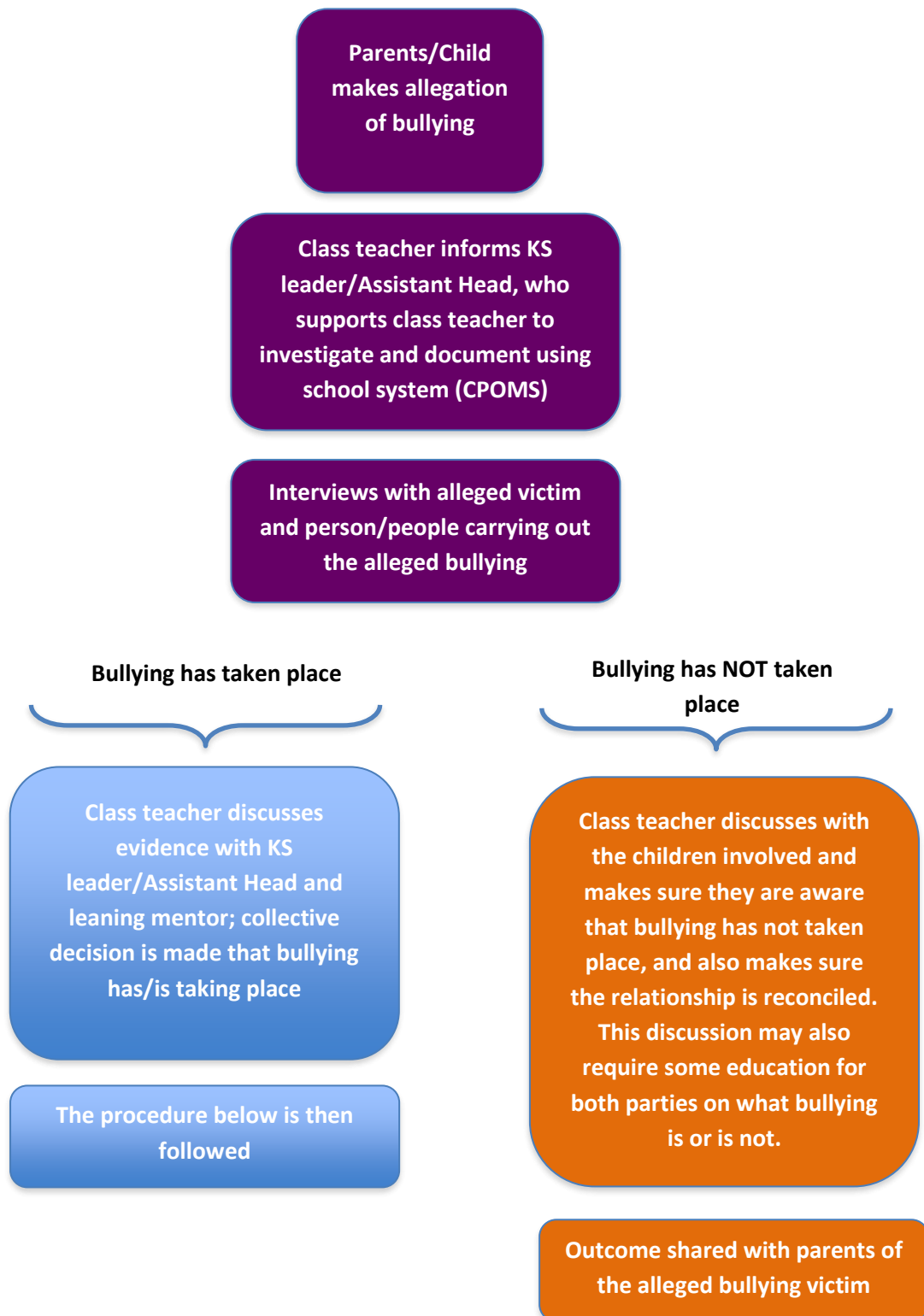
When distinguishing between these minor incidents and bullying a judgment needs to be made about:

- The level of distress of the person affected
- The severity of the act
- Whether similar actions have occurred before
- Whether there is a deliberate motive to cause distress and malicious intent by the perpetrator
- The context in which the dispute took place
- Whether the child's perception is accurate

Staff Responsibilities – Incidents reported in School by other Staff or Children

- To take bullying seriously
- To build a caring and co-operative ethos through the promotion, celebration and modelling of positive behaviour (See behaviour policy) and through modelling and implementation of the school mission and values
- To acknowledge and celebrate caring behaviour
- To be an example of a caring person
- To be vigilant – both in the classroom, playground and school
- To investigate incidents and record findings clearly
- To interview those being 'bullied' or 'bullying' separately
- To interview any witnesses

- To hold lessons/class discussions/assemblies about bullying



Actions to be taken against proven bullying (dependent on the seriousness and frequency of behaviours)

- Inform parents of child being bullied, and the child carrying out the bullying, of the outcome of the investigation
- Inform parents of the bullied child the next steps being taken in school to support both their child, and the child carrying out the bullying. Support for the victim would include opportunities to talk to a member of staff in private; agreeing a plan to follow if any such incidents should re-occur. (See staff resources on bullying for further strategies as required)
- Obtain an apology from the perpetrator to the bullied pupil (this will be discussed with parents of the victim of bullying first to determine the best and most effective way of allowing this to happen)
- Through the meeting between parents of the child bullying, the class teacher, key stage leader and learning mentor, work with the perpetrator and parents to support reflection and growth as a result of the bullying behaviour. In this meeting, the school team will also make clear the consequences of repeated behaviour clear, which are:

If Bullying Persists:

- The bully, or group of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken and the reason for it
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome the problem
- Ultimately, if the bullying persists despite high levels of support and monitoring, the school will look towards the school exclusion policy

The learning mentor, KS leader and class teacher will schedule regular 'check ins' with the child being bullied, and the child/ren doing the bullying. This monitoring will continue until the situation has been fully resolved.

Governing Body Responsibilities

To ensure that the policy is being applied across the school and to monitor:

- The frequency and types of incidents. The Head of School's termly report will contain details of this. This is also shared at Curriculum Committee meetings.
- The re-occurrence rate of bullying behaviour
- To follow laid down procedures for dealing with complaints or exclusions

Useful Resources

<https://www.anti-bullyingalliance.org.uk/>

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/>

<https://www.kidscape.org.uk/>

<https://www.bullying.co.uk/>

<https://www.antibullyingpro.com/>

This policy will be reviewed annually.

Last reviewed and updated June 2018.