



WHITESTONE PRIMARY SCHOOL

ANTI-BULLYING POLICY



Statement of Intent

We are committed to providing a caring, friendly, safe environment for all those in our school community, adults and children. At Whitestone we believe that good standards of behaviour are firmly anchored in the positive. We actively promote and reward positive behaviour in all aspects of school life. We aim to help and encourage individuals to be 'self-disciplined' and to have a reasoned set of values, attitudes and beliefs.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying very seriously. Pupils, parents and staff are assured that they will be supported when bullying is reported

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying hurts. No one deserves to be a victim of bullying. At Whitestone we believe that everybody has the right to be treated with respect. All pupils and members of staff need to feel physically and emotionally secure in order to work to their full potential.

We at Whitestone acknowledge that bullying, in any of its forms, may occur in our school. Bullying can occur between pupils, between staff and pupils, between members of staff, between management and staff, between parents and staff and, rarely between parents and other pupils. If this does happen, pupils, parents and staff should be able to speak up in the knowledge that they will be listened to and prompt, effective action will be taken.

It is the responsibility of everyone in our school community to encourage both children and adults to speak out against bullying.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

Bullying in any form and at any level will not be tolerated.

Signs and Symptoms

A person may indicate by signs or behaviour that he or she is being bullied. We should be aware of these signs and investigate the root cause:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school/work
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly at school/work
- Comes home with clothes torn or books damaged
- Has possessions 'go missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

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

Procedure

Every effort should be taken to ensure that both witnesses and victims can talk in confidence.

When an incident of bullying occurs in any of its forms it should be discussed and the appropriate action taken. **The Headteacher and Senior Management Team must be notified of EVERY incident.**

All incidents will be logged by the Headteacher/ Senior Management Team.

The incident will be discussed fully with all those involved and appropriate action agreed. A reactive plan will be drawn up.

In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.

All incidents of bullying will be followed up at two week intervals to check that the bullying has not restarted. These checks will continue until the Senior Management Team is satisfied that the situation has been resolved.

Support from appropriate outside agencies will be sought when deemed necessary. If it is a continued cause for concern the Headteacher will report the incident to the Governing Body.

The Governing Body will monitor incidents of bullying, record the action taken and discuss whether further action is needed.

Intervention

- Assure the victim that every effort will be made to stop the bullying
- Reassure the victim that the bully's actions were unacceptable
- Ensure the victim does not believe the taunts of the bully
- Begin rebuilding the victims self esteem
- Give victims feedback about the action that has been taken
- Listen and observe, do not increase the stress on the victim by demanding details, information etc
- Ensure that the bully understands the situation and is quite sure which aspects of their behaviour are considered unacceptable
- Make sure that the bully knows what sanctions are being applied and why
- Explore the bully's reasons for bullying
- Support the bully in their attempts to change their behaviour
- Investigate the possibility that the bully is compensating for some perceived inadequacy or problem at home
- Engage the bully in social skills training
- Ensure adults display appropriate role models

Sanctions

A reactive plan will be agreed for each individual situation but the following guide will inform the process:

- Apologies will be made for the offending behaviour
- Temporary isolation within class – sitting on own or 'timeout' in playground or missing playtimes
- Parents may be asked to take their child home at lunchtime
- Withdrawal from the problematic activities, withdrawal of privileges e.g. play activities and after school sport, for a set period
- Re-introduction to activities will happen gradually and under supervision

- Progress will be monitored until the situation is resolved

Strategies

At Whitestone we use a variety of strategies to prevent and deal with bullying issues:

- We openly recognise bullying and use a whole school approach which involves children, staff, parents and other adults
- We encourage positive relationships amongst both children and adults
- Pertinent issues are addressed during classroom activities which include PSE, RE and Circle time. Story books and role play activities reinforce curriculum work. Issues are also addressed and discussed during School Council meetings and daily whole school assemblies
- We ensure that there is careful supervision of 'sensitive' times and areas in the playground and around the school
- Children know that they can be open with teachers, other adults and gain the support of their peers. All members of our school community know they will be listened to if they have a problem
- We offer support to both victims and perpetrators
- We develop skills of sharing, co-operation and negotiation at every opportunity
- Sanctions are applied to perpetrators which are fair, consistent and time constrained
- We operate a 'Buddy' playground system
- Dinnertime supervisors receive training and are kept up to date with school policy
- We give victims assertiveness training on how to avoid bullying situations and how to secure help
- Pupils are actively involved in the drawing up of class and school rules
- We monitor all pupil activities carefully
- The School Council carries out an annual bullying survey throughout the school
- Senior Management Team members carry out regular audits amongst staff and parents

- Procedures are reviewed annually and staff receive training as appropriate in line with new legislation or a perceived need within the school

This policy has been informed by and complies with the Human Rights Act 1998, the Race Relations Amendment Act 2000 and the Welsh Language Act.

Reviewed 22nd October 2014