



WHITESTONE PRIMARY SCHOOL

ANTI-BULLYING POLICY



Statement of Intent

We are committed to providing a caring, nurturing, friendly and safe environment for all those in our school community, adults and children. At Whitestone 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, and to foster an understanding and respect for children's rights.

Objectives of this Policy

- To ensure that governors, teaching and associate staff, pupils and parents have a shared understanding of what bullying is
- To ensure that all governors and teaching and associate staff know what the school policy is on bullying, and what they should do if bullying arises
- To ensure that all pupils, parents and staff are assured that they will be supported when bullying is reported

What is Bullying?

Bullying is the targeted and persistent behaviour with the intention of hurting another person either physically or emotionally. Bullying results in pain and distress to the victim. At Whitestone we believe that everybody has the right to be treated with respect. All pupils and members of staff have the right to feel physically and emotionally secure, safe and protected so that everyone is empowered to "give their best to achieve their best".

At Whitestone we 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 take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulative behaviour
- making silent, hoax or abusive calls.

The following types of bullying are also hate crimes:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability.

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

Signs and Symptoms

A person may indicate by signs or behaviour that they are 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 or develops new and unusual behaviours such as tics etc.
- Attempts or threatens suicide/ self-harm or runs away
- Cries themselves to sleep at night, has nightmares or bedwetting
- Feels ill in the morning
- Change in performance at school/work
- Comes home with clothes torn or books damaged
- Has possessions 'go missing' or damaged
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home unusually hungry
- 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
- Unexplained changes in behaviour and presentation

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. The above list is not exhaustive.

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. This will be supported by the Xi2 and Playground Incident Records – see appendix.**

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 if necessary
- 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 all parties understand the situation and are quite sure which aspects of the behaviour are considered unacceptable
- Make sure that all parties know what sanctions are being applied and why
- Explore the reasons (if any) for the bullying
- Support the development of more positive behaviour from the person undertaking the bullying
- Ensure adults display appropriate role models

Sanctions

Where it is agreed that the behaviour fits the above criteria of bullying, a reactive plan will be agreed for each individual situation but the following guide will inform the process:

- Apologies will be encouraged for the offending behaviour via the restorative practice approach
- Parents may be asked to take their child home at lunchtime where adequate supervision is not possible
- Withdrawal from the problematic activities, withdrawal of privileges as deemed appropriate 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
- Outside agencies including the Police, Healthy Schools advisers, the Exchange counselling service and partner secondary schools support pupils in understanding bullying
- Pertinent issues are addressed during classroom activities which include PSE and RVE. 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 all parties
- We develop skills of sharing, co-operation and negotiation at every opportunity
- Sanctions are applied which are fair, consistent and time constrained
- Lunchtime supervisors receive training where appropriate and are kept up to date with school policy
- Pupils and staff are provided with 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 charters
- All pupil activities are monitored carefully
- The School undertakes an annual survey with both parents and pupils which gathers information regarding bullying incidents
- 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.