



Wilbraham Primary School

Anti-Bullying

Policy

Wilbraham Primary School aims to create and maintain a learning environment where everyone feels safe, secure and valued.

This school is a place where every person has the right to be themselves and to be included in a happy environment. Everyone at our school is equal and should be treated with respect.

Although bullying at Wilbraham is rare, bullying can occur in schools and many other areas of society and can be very painful and distressing.

### **Aims and purposes of the policy**

Bullying of any kind is unacceptable and will not be tolerated at Wilbraham Primary School. This includes all the protected characteristics of the 2010 Equality Act. At our school the safety, welfare and well-being of everyone is a key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school. We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

## **Statement of Intent**

The Governors and the staff at Wilbraham Primary School acknowledge the effects bullying can have on self-esteem, health and work. We therefore do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable.

As a school we believe:

- Bullying is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength and not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Everyone has a responsibility to ensure that we do not abuse or bully others.
- Everyone has the right to speak up if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Everyone should be involved in decision-making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We tackle bullying best by encouraging an environment where individuality is celebrated and can develop without fear.

**Definition:**

Bullying behaviour may be characterised by the fact that it is:

- Deliberately hurtful.
- Often repeated over a period of time that intentionally hurts another individual either physically or emotionally.
- Difficult for those being bullied to stop the process or defend themselves

**Bullying may occur in the form of:**

- Physical violence.
- Threatening behaviour, such as extortion (e.g. using bullying to gain money, lunch, possessions etc)
- Direct and indirect verbal abuse, such as name calling and false rumour.
- Extreme teasing and taunting.
- Sexual intimidation and discrimination.
- Inappropriate use of the Internet, Social Network sites and mobile/hand held devices.
- Damage to personal possessions and property.
- Excluding people from groups/making someone isolated.
- Sexism.
- Comments about sexual orientation or gender.
- Comments related to SEND (Special Educational Needs or Disability).
- Racism.

**No form of bullying will be tolerated and all incidents will be taken seriously.**

All members of the school should be actively discouraged from participating in any form of bullying and encouraged to develop attitudes and strategies that will enable them to deal effectively should they be bullied themselves.

## **Reporting bullying**

**STUDENTS WHO ARE BEING BULLIED:** If a student is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a member of staff, friend, family member or trusted adult. Parents and carers can report an incident of bullying to the school via the class teacher, school office, the Welfare Team or the Behaviour Lead.

**STUDENTS:** Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

## **Responding to bullying**

**When bullying has been reported, the following actions will be taken:**

- Staff must record the bullying on CPOMS
- Designated school staff will monitor information recorded on CPOMS analysing and evaluating the results
- Support will be offered to those who are the target of bullying from the school Behaviour Lead, Welfare Team or a member of the SLT, as well as the class teacher.
- Staff will pro-actively respond to the bully, who will also receive support.
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school

## **Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for anyone found using any such language. Staff are also encouraged to challenge the casual use of derogatory language in school.

## **School initiatives to prevent and tackle bullying**

**We use a range of measures to prevent and tackle bullying including:**

- A student-friendly anti-bullying policy ensures all students understand and uphold the anti-bullying policy
- Philosophy for Children (P4C) and other areas of the school curriculum will be used to discuss bullying and to make all pupils aware that bullying is never acceptable. The children will discuss and share ideas about different types of bullying and what they can do to respond and prevent bullying
- Difference and diversity are celebrated across the school through diverse displays, books and images.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and students across the school
- Discussions around British Values

## **Training**

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching receive regular training on all aspects of the anti-bullying policy.

### **Monitoring and reviewing**

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, students, parents and carers and governors.