



# WOODHILL

## PRIMARY SCHOOL

### Anti-Bullying Policy

Policy Date	January 2021
Signed by Headteacher	A Vdovin
Review Date	January 2023



## **Aims**

At Woodhill, we are committed to ensure our school is a happy and safe environment for all children and adults. We strive to provide an environment where children can communicate, learn and play in a secure atmosphere so that they can grow and achieve their full potential.

## **Values**

Our school is value-based and we pride ourselves in installing these values into the hearts of our children, thus underpinning everything we do. Bullying is unacceptable in our school and we want to ensure children will receive a consistent message that bullying is not tolerated. If bullying or bullying behaviours occur all children and adult have the right to report it without fear and to know it will be dealt effectively and quickly, to ensure minimum damage to those effected.

At Woodhill, we all have a duty to report an act of bullying, as everyone has a duty of care and responsibility to their fellow peers. Children can do this through our 'Peer Mediator', 'Sports Leaders' or 'Junior Leadership Team', which are peer panels based in playgrounds and classrooms. These panels are child-led to ensure children are supported and feel comfortable in every area of the school.

A steering committee which contains, children, staff, parents and governors, has been formed to ensure all voices are heard. We have worked together to improve and embed Anti-Bullying across the school. We have taken feedback from a range of children and parents to ensure it is relevant and helpful to the whole school community.

## **Purpose**

It is important that as a whole school community we have a shared understanding and agree to what bullying, in order to prevent it from happening. We need to educate children in spotting behaviours and feelings that are bullying, but also those that aren't.

At Woodhill we define bullying as;

**When an individual or group continuously or repetitively causes anxiety, fear, harm (emotionally or physically) to another person or group of people or uses their power against them.**

Our steering group, in consultation with the school also designed a list of **constant or repetitive behaviours** that constitutes bullying.

### **Bullying behaviours:**

- Physical: kicking, pushing, punching, head-butting, taking (snatching), using your body to hurt someone or a group.
- Cyber: words that hurt feelings by typing, using social media to make fun of someone, using social media and mobiles to talk about someone behind their back, having a joke with someone that involves laughing at someone not with them.
- Verbal/emotional: constant use of insults, threats and jokes at someone's expense. Using power against someone e.g. towering over someone, taking the mickey because someone isn't good at something.
- LGBT and culture: being rude because someone is different and not accepting them for who they are. Excluding them and treating them differently.

### **What behaviour is not bullying?**

Incidents happen often between children, which cannot be deemed as bullying. Such incidents will follow our behaviour policy using our good to be green system and our restorative justice approach. Children will be encouraged to settle any disagreements through discussions and restore the mutual respect. Anti-Bullying is embedded throughout our curriculum in PSHE, RSE, weekly circle times and assemblies, to ensure all children have a shared understand of what bullying is.

We feel it is important for children know what bullying isn't so that they are able to keep themselves happy and safe and to understand what can be resolved within a peer to peer situation or when an adult needs to intervene.

### **Bullying is not;**

- Occasional loss of temper
- Hurting by accident
- Falling out with friends
- Minor disagreements
- Not choosing to be someone's friend
- Teasing or joking, which is in good spirit

Above all, we will define bullying by how a person who is being bullied feels, rather than the behaviours of the bully. Both parties, will receive the care and guidance of the whole school community to resolve the issue and to ensure it will not happen again. This may include peer to peer support, drop ins from the inclusion team and weekly time to chat sessions. We want everyone to feel secure and valued in our school.

### **Role of staff**

All adults are committed to preventing and tackling bullying to ensure our school is happy and safe. We will endeavour to make sure all incidents are dealt with fairly and consistently, no matter the member of staff who deals with it.

In any incident of bullying we will;

- Gather as much information as possible.
- Report incident to class teacher, then to head teacher.
- Ensure an investigation begins on the day on which the incident was reported.
- Record information gathered correctly, making careful notes in each stage of the investigation.
- Log incident onto our CPOMs to ensure all adults involved are aware of the incident and response.

- Contact parents of each party to help support the matter.
- Contact wider support systems if needed e.g. peer mediators, inclusion team.
- Explain consequences to all involved.

We are committed to ensuring every response is consistent and united, so that parents and children understand the gravity of the incident. However, with such a positive and welcoming school community we will help to change the bullying behaviour quickly. This may be through mentoring programmes, implementing strategies on the playground or class or reinforcing our restorative justice approach.

To the child have has received the bullying behaviours we will always respond quickly and praise and reassure them. Using our consistent approach, we shall report the incident and create a network of support around them. We may also refer them to the inclusion team to build their confidence and have strategies to ensure they are happy and safe at school.

### **Vulnerable groups**

We are aware that in our school community there a number of children who may be vulnerable to bullying because of a perceived difference by other members of the school community. These differences could be for a number of reasons: colour of skin, learning difficulties, disability, EAL or communication difficulties, social circumstances and gender. These children who form this vulnerable group are identified by close communication between all members of staff and the inclusion team, who will support these children. The names of these children will be kept and updated by our Inclusion Lead. It is the role of all members of staff to monitor the situation with these vulnerable children. Peer Mentors and other pupil-led panels are a valuable way of supporting these children at playtimes and lunch times.

### **The role of governors**

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow

bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent/carer to investigate incidents of bullying. In all cases, the governing body (normally the Chair) notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

### **The role of parents/carers**

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

## Appendix

### **Advice to children**

What to do if you are being bullied or know someone who is being bullied.

TELL US

- You will be listened to, you will be believed and we will try to do something about it. We might need to tell someone else but we will tell you what we are going to do first.
- Tell the person who is bullying you that you know they are a bully and that you are going to tell someone.
- Walk away if you can - do not run - do not argue.
- Keep with others - do not become isolated.
- Stay near adults.
- Keep away from "danger" areas.

All adults in school are here to listen. We are here to help.

### **Advice to parents**

To read our school policy document click the link below:

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be involved in bullying, should contact their child's class teacher or the Head Teacher immediately.

Parents have a responsibility to support our schools' anti-bullying policy and to actively encourage their child to be a positive member of our school.

- Make time to be with your children and to listen to them.
- Do not ignore your children if they say they are worried about school.

- Encourage your children to tell you what has been happening at school. (You may wish to report incidents to enable staff to investigate).
- Be vigilant for signs of distress shown by your children.
- Be a good listener - listen calmly but with interest, establish the full facts before giving advice, or reporting the incident.
- Bullying is never acceptable. Do not tell your child to "Just put up with it". Action needs to be taken to stop the bullying.

### **What we will do:**

We are committed to working with all parents to ensure that every one of our pupils is safe and happy in school.

We will support you and take the following action:

- Meet with you as soon as possible to discuss the problem.
- Fully investigate the issues.
- Take appropriate action.
- Keep you informed

**What we will do together:**

- Create an atmosphere of trust and self-worth both at school and at home.
- Communicate with each other regularly.
- Be aware of any signs that show your child may be unhappy.

Whenever you have any concerns about your child, contact your child's Class Teacher or Mrs Vdovin, Head Teacher, as well as the Deputy Headteachers, Mrs Mckenna or Mr Phillips.



