



Anti-bullying Policy Statement

September 2020

Walnut Tree Walk Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is 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. *Anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

It must be noted that bullying may also constitute criminal behaviour and therefore certain instances of bullying may need to be reported to the police.

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 derogatory racial taunts and graffiti
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality (eg name calling "gay" or "lesbian")
- Verbal name-calling, spreading rumours, teasing and swearing.
- Cyber Areas of internet, such as email and internet chat room misuse.
Mobile threats by text messaging, including sexting and unwanted calls.
Misuse of associated technology, i.e. camera and video facilities.

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

Walnut Tree Walk policy is on bullying, and follow it up, when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Preventative Measures

Below are suggested preventative measures that are recommended to schools.

Through promotion of high self-esteem, children are regularly appreciated and valued. The staff should create an atmosphere of concern and trust so that children feel they can share problems and worries with the staff. SLT should address the issue early in the school year in an assembly or during a session in the classroom. The following should be included:

- Make it clear that bullying is not acceptable behaviour and will not be tolerated in school.
- Encourage the children to report incidents of bullying as soon as possible after they happen. Emphasise that this is responsible behaviour and not “telling tales” or “snitching”.
- Teach the children to feel responsible for each other’s safety. Help them to grasp the principle that there are no bystanders in bullying.
- Teachers should discuss bullying in class. Teach the children how to react to being bullied.

All staff should be aware of the effects of “teacher-bullying”. All pupils should be treated with a level of respect. No one should humiliate a child by making jokes at his/her expense.

What do we do at school to prevent bullying?

- Ensuring each class has the values and behaviours we expect of everyone at Walnut Tree Walk displayed, which are regularly referred to.
- Displays that promote sensible decision making and positive behaviours.
- Assemblies to celebrate children’s achievements and value them as individuals.
- Merit and other achievements celebrated with certificates and trophies given in assemblies.
- Talk time/private time for children to discuss concerns with an adult.
- Peer Mediation, which enables children to deal with minor issues themselves before escalating into bullying.
- A clear whole school behaviour policy that acts as a deterrent for negative behaviours and celebrates good behaviour.
- Therapists in school to work with children experiencing difficulties.
- Behaviour Reflections- including reflection/time out seats in classrooms.

- PSHE lessons
- Work and activities during Anti-Bullying Week.

Signs of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Staff should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

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

DEALING WITH BULLYING INCIDENTS

Procedures

- All incidents of alleged bullying incidents should be reported to SLT. A record of the alleged incident needs to be recorded using the school's behavior reporting system (CPOMS).
- The bullying behaviour or threats of bullying must be investigated and the bullying

stopped quickly

- An attempt will be made to help the bully (bullies) change their behavior

Outcomes

- The bully (bullies) may be asked to genuinely apologise.
- In serious cases, internal or even external exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

How to deal with the bully:

- Help the bully to understand that his/her behaviour is not acceptable.
- Make the bully aware of the distress caused to the victim.
- Explore reasons for the bullying and ways to help the bully control his/her aggression. Help to find something he/she can do well which can foster his/her self-esteem. If the problem is deep-seated, outside help from a child psychologist or therapist may be required.
- Impose sanctions on the bully, record the punishment and show the bully it has been recorded. Punishments should not involve aggression or humiliation.
- The bully should make amends for the distress caused i.e. an apology (public, private or in writing). (Any such contact should be with the victim's permission)
- An identified bully should be supervised very closely.

How to support the victim:

- If a child reports an incident, never brush it aside. Take all reports seriously and record and date all incidents where possible.
- Help the victim to see that what happened is not his/her fault and he/she is not to blame (victims often feel that they are in some way responsible or that there is something wrong with them).

Guidance for Staff

- Staff must be aware of the policy on bullying
- All staff must be challenge any bullying behaviour
- All staff must be diligent in reporting incidents-even apparent 'one offs'
- Incidents must be dealt with and seen to be dealt with
- When investigating an incident of apparent bullying, staff must be aware that this may not be the underlying cause of the incident
- Separately, pupils must each be given the opportunity to present their version of events
- Teachers need to be aware of whether the bullying is by an individual or a group of pupils
- Staff must not walk past any incident and leave it unchallenged.
- Cases of bullying are reported to the Governing Body. The Governing Body monitors the quantity and type of bullying that is reported. It must ensure that the schools

are taking robust steps to deal and prevent cases of bullying.

Other Related Policies /Guidance

Within the School this Policy is linked to/consistent with:

Safeguarding and child protection policies

Online Safety Policy

Behaviour Policy

This policy is monitored by the governing body and will be reviewed every two years, or before if necessary.

Date policy agreed by Governors: 22nd October 2020

Next review date: October 2022

Signed (Headteacher):

Signed (Chair of Governors):