Wincanton Primary School

Anti-Bullying Policy

Proposed Date of Future Review January 2025

Signed Graeme Wilson. **Headteacher**

Rationale

Bullying for the purpose of this policy is defined as being "The repetitive, intentional harming of one person or group by another person or group; where the relationship involves an imbalance of power." Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical and every step is made to prevent this impacting on a young person in our school.

It can take the form of;

- Physical - hitting, kicking, taking of belongings, pushing - any use of violence.
- Verbal - name calling, teasing, insulting, racist, gender and sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities.
- Cyber - negative communication through texting, social media and gaming- which can include the use of images or video.
- Indirect - spreading nasty stories about someone, excluding someone from social groups, including via use of email or phone or social media.
- Extortion - demand for money or favours.

This list is not exhaustive. The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Aims

- To ensure that every individual is valued and able to develop to his/her full potential academically, personally and socially.
- To ensure a happy caring ethos is maintained throughout the school community.
- To ensure that equal opportunity for all is maintained.
- To develop an understanding of responsibility for ones actions and the effects these have on others.
- To empower pupils to stand up to bullying and speak out in a safe environment to ensure theirs and others wellbeing.
- As a means of promoting the schools commitment to the safeguarding and welfare of all children and young people.

Guidelines

- Develop the principle that all are listened to and that concerns are acted upon in an appropriate manner.
- All community members will be encouraged to speak out about incidents of bullying towards themselves or others.
- Where concerns exist, a log of incidents and a monitoring process will be implemented. This will initially be undertaken by the class teacher to ascertain severity and existence and then passed to the Headteacher for appropriate action. This will be logged on "MyConcern" by all members of staff involved as a 'behaviour' concern.

- Provide opportunities within assemblies for pupils and newsletters for adults for bullying to be discussed and explored including the participation of a bystander.
- Make use of stories, poems etc. to explore bullying issues with pupils.
- Make use of circle time as a means of developing a forum for discussion in classes. {PSHE as well as ad-hoc lessons when need arises.)
- Discuss hypothetical cases of bullying and where appropriate use role-play to discuss ones feelings and actions.
- Where considered appropriate hold discussions between the bully(ies) and the victim{s). {Restorative Justice principles applied.)
- Provide support to both parties involved via use of an appropriate person; i.e class teacher, ELSA, SLT, Head or in the case of adults, Governors or negotiated adult.
- Discuss concerns with all relevant parents for pupils or adults at an early stage, if necessary, implementing a formal action plan with review process built in.
- In the event of persistent bullying and after the failure of a planned intervention programme which will take the form of a verbal warning followed by a written warning after which the school will instigate the formal LA exclusions policy for pupils and a barring on premises for parents. In the event of a member of staff engaging in bullying behaviour, the schools disciplinary procedures will be implemented.
- Ensure that all community members are aware of the need to be monitored and spot signs related to bullying in order to ensure the welfare and safeguarding of all pupils and the welfare of community adults.
- Undertake pupil/parent conferencing to ascertain views of the impact of this policy.
- Bullying that takes place on and off the school site will be dealt with under the guidance of "preventing and tackling bullying- DFE -July 2017"

Conclusion

Bullying is a serious issue that has serious consequences for both the victim and bully and will not be tolerated at any level i.e. child to child, adult to child, child to adult, adult to adult. It will be the aim of the school to address this issue in a constructive and productive manner, ensuring that all parties' needs are met and addressed.

This policy will be shared with all staff at induction and reviewed in accordance with policy review document.

Strategy usually implemented for working with bullies and the victim

Step One - interview with the victim

When the adult finds out that bullying has happened s/he starts by talking to the 'victim' about their feelings. They obtain permission from the child/adult to arrange a meeting with the bully/bullies/spectators. It may be appropriate to make notes about the bullied persons feelings/symptoms - not wanting to come to school etc. The adult with the help of the 'victim' draws up a list of those involved. The adult then tells the 'victim' that she/he will arrange a meeting with the persons involved.

Step Two - convene a meeting with people involved

The meeting takes place facilitated by the adult mediator. The first point made, even as the meeting is being set up, is that it is a meeting to investigate why someone is upset/hurt. The tone should be a friendly one -we have a problem here, let's see if we can solve it.

Step Three - explain the problem

The mediator may ask the victim to explain the way they are feeling mentioning what has been told to him/her at the previous meeting. At no time does s/he discuss the details of the incidents or allocate blame. With very young children it can be almost told as a story.

Step Four - ask the group for their ideas

Each member of the group is encouraged to suggest a way in which the situation can be resolved or made better.

Step Six - leave it up to them

The adult ends the meeting by passing over the responsibility to the group to solve the problem. They will arrange to meet with the victim again to see how things are going. In the case of parents it can be appropriate to keep in touch via letter.

Step Seven - meet them again

About a week later the adult discusses initially with the victim then the group, how things have been going. This allows the adult to monitor the bullying.

In the event of the above not addressing the issue then further action will be taken as described in the guidelines.