Anti Bullying Policy

Updated September 2019

Our Aim
We believe at Warlingham Village Primary School that every child has the right to an education in an environment which is caring, secure and supportive. Bullying of any kind is unacceptable at our school. Anyone who experiences or witnesses bullying should be able to tell a member of staff and know that it will be dealt with promptly and effectively. Pupils who are bullying will be taught different ways of behaving and explore how their actions affect others.

- All SSB members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All SSB members and teaching and non-teaching staff should know what the school policy is on bullying, and follow it 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.

What is Bullying

Bullying is persistent and repetitive behaviour, which is intended to cause pain and distress to another individual. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms. Bullying differs from teasing/falling out between friends or other types of aggressive behaviour when it is persistent and either:

i. There is a deliberate intention to hurt or humiliate, or
ii. There is a power imbalance that makes it hard for the victim to defend themselves.

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: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
• Verbal: name-calling, sarcasm, spreading rumours, teasing
• Cyber: All areas of internet, such as email & internet chat room misuse and on social media sites or forums
• Mobile: threats by text messaging & calls and misuse of associated technology, i.e. camera & video facilities.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

• Is frightened of walking to or from school or changes route
• 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
• Becomes aggressive, abusive, disruptive or unreasonable
• Starts stammering
• Threatens or attempts suicide, self-harm or runs away
• Cries themselves to sleep at night or has nightmares
• Feels ill in the morning
• Performance in school work begins to drop
• Comes home with clothes torn, property damaged or ‘missing’
• Asks for money or starts stealing money
• Has unexplained cuts or bruises
• Comes home ‘starving’
• Bullying others
• Changes in eating habits
• Is frightened to say what is wrong
• Afraid to use the internet or mobile phone
• Nervous or jumpy when a cyber message is received
• Gives improbable excuses for their behaviour.

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

Procedures

1. Report bullying incidents to staff
2. The incidents will be recorded by staff in accordance with our Behaviour Policy
3. In serious cases parents should be informed and may be asked to come in to a meeting to discuss the problem as per our Behaviour Policy
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. The bullies involved will take part in education which will educate them on bullying and the serious impact it has on all people involved.

Outcomes

1) A restorative approach will be used to repair the harm that has been done by bringing about a sense of remorse and restorative action on the part of the person who has bullied someone and forgiveness by the person who has been bullied. The bullies will understand the severity of their actions and the impact that it had on other people.
2) In serious cases, suspension or even exclusion will be considered
3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will educate the children through class lessons and whole school assemblies so they are confident in identifying bulling and know what to do in that situation. We will use our Life Skills curriculum to support this. As and when appropriate, these may include:

● identifying and explaining the school rules
● exploring what bullying is and its effect on others in life skills lessons and assemblies
● listening to stories about bullying
● making up role-plays
● having discussions about bullying and why it matters

Links to other policies

● Child Protection and Safeguarding Policy
● SEND Policy
● Behaviour Policy

Support Agencies

http://nationalstrategies.standards.dcsf.gov.uk/primary/publications/banda/seal
Anti-bullying Alliance www.anti-bullyingalliance.org.uk
Kidscape www.kidscape.org.uk 02077303300
Childline – advice and stories from children who have survived bullying 08000 1111
Bullying on line www.bullying.co.uk