

Welbourn Church of England Primary
School
High Street
Welbourn LN5 ONH



Tel/Fax: 01400 272798
Email: enquiries@welbourn.lincs.sch.uk
Website: www.welbournprimary.co.uk

'Trying our best to be our best'

*Service and Stewardship. Justice. Peace and Forgiveness
Generosity. Thankfulness. Equality
Love and Compassion*

Welbourn Church of England Primary School

Anti-Bullying Policy

PERSON RESPONSIBLE FOR POLICY:	<i>TRACY BOULTER</i>
APPROVED:	NOVEMBER 2019
SIGNED:	
TO BE REVIEWED:	DECEMBER 2020 (ANNUALLY)

November 2019

School values

As a Church of England School we strive to cater for the needs of all members of our school community (children, parents, staff, Governors) and the wider village community in a caring Christian ethos. We seek to provide an education that is underpinned by distinctively Christian values of love and compassion, peace and forgiveness, service and stewardship, justice and equity and generosity and thankfulness. We encourage a sense of community, an understanding of local and global diversity and compassion in our behaviour to each other. We firmly believe that strong links between the different members of our community provides us with the best possible opportunity to succeed. We ensure that all of our learners are given the opportunity to strive for personal excellence whilst supporting the needs and feelings of those around them. We believe that every child has the potential to succeed, and that as a school we will strive to identify the areas of potential for each individual member of our community. In order for that potential to be achieved we will provide an environment in which members of our community are happy, safe, comfortable, motivated and valued. Only then can learning flourish.

Statement of Intent

We are 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 any adult in school, and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. See School behaviour policy, racism policy and equality policy.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

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 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.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults 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 (money / 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 & 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.

Procedures

1. Report bullying incidents to staff
2. In any cases of bullying, the incidents will be recorded by staff on CPOMS
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem with the Headteacher. The school behaviour policy will be followed.
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 person or people bullying change their behaviour through education.

CPOMS

Any behaviour incidents are recorded on our CPOMS system, this allows behaviour and incidents to be tracked. Class teachers and the Headteacher are able to recognise patterns of behaviour and identify when particular children display repeated behaviour themselves and / or to others. Such patterns will be monitored and actions will be taken (as above) if it is decided that these patterns are acts of bullying.

Outcomes

- 1) The person/ people bullying) will be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, fixed term or permanent exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) 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 use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- Participating in anti-bullying week (November)
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters, through PSHE lessons/Circle Time
- Each classroom has worry box which is checked frequently by adults

Staff will:

- Be extra vigilant and look for patterns in behaviour
- The Headteacher will monitor CPOMS for patterns in behaviour

Complaints

If a parent was not happy with how a suspected incident of bullying was dealt with, then they would need to speak to the Headteacher, following the Complaints policy. Where necessary, the Governors would be asked to conduct a review of the process to ensure that the policy was adhered to.

If an act of bullying was carried out by a member of staff, governor or parent, the Whistle Blowing policy would be used.

Equality Act

Under the Equality Act 2010, it is against the law to discriminate against those who are covered by the act. This also means that bullying of people who come under the Act is a serious issue such as bullying someone due to their sexual orientation, being part of the traveller community. The nine protected

characteristics are disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.