Werrington Primary School
Policy on Anti Bullying
January 2021

(Please also see policies on Equality, E-Safety, Special Educational Needs, Inclusion, Safeguarding and Positive Behaviour).

Introduction

It is a government requirement that all schools have an anti-bullying policy. This policy reflects the statutory requirements which are detailed in the following legislation:

- Children's Act 1989
- The Education and Inspection Act 2006
- The Equality Act 2010
- The Malicious Communications Act 1988
  In addition to this, this policy encompasses the guidance and principles enshrined in 'Every Child Matters' (2004).

What Is Bullying?

DfE "Preventing and Tackling Bullying – Advice for School Leaders, Staff and Governing Bodies" defines bullying as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally".

In other words, bullying at Werrington Primary is considered to be, "unacceptable behaviour which occurs **'lots of times, on purpose'."**

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Direct/indirect Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet ,such as email and internet chat Twitter, Facebook misuse Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles.

Bullying may be related to:
• Race
• Gender
• Religion
• Culture
• SEN or disability
• Appearance or health condition
• Home circumstances, incl Young carers and poverty
• Sexual orientation, sexism, or sexual bullying, homophobia sexual bullying. nine of the equality
  strands: age, disability, gender, gender-identity, race,

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
Werrington Primary School values and celebrates diversity and expects all sections of our school community to demonstrate respect towards others and together make our school safe for everyone. We want our school to be an environment which is secure, supportive and listening, where all children can learn safely and without anxiety.
This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all stakeholders aware that bullying in any form, by anyone (adults or children) and anywhere, is always unacceptable. We make clear each person's responsibilities with regard to the eradication of bullying in our school.
We expect everyone to take action when bullying occurs.

The role of governors
The governing body supports the headteacher in all attempts to eliminate bullying from our school in accordance with the nine equality strands identified in the Equality Act 2010: age, disability, gender, gender-identity, race, pregnancy, maternity, religion or belief and sexual orientation. The governing body does not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this 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.
A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body 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 the headteacher
It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know

how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, anti-bullying week or if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher and support staff

All of the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied, then, after consultation with the headteacher, the teacher informs the child's parents or carers.

In the head teacher's room, there is an anti-bullying logbook in which staff record all incidents of bullying that occur both in and out of class.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, we inform the headteacher and the special needs coordinator. We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the social services.

All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents and carers
Parents and 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. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school prospectus.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school community. Parents and carers can find more information about how to respond to incidents of bullying in the school joint stakeholder publication, 'We're better without bullying'.

The role of pupils
Pupils are encouraged to inform somebody they trust if they are being bullied and to continue to let people know if the bullying persists. Pupils are encouraged to inform a member of staff should they witness bullying taking place. Pupils are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires.

Children can find more information about how to respond to incidents of bullying in the school joint stakeholder publication, 'We're better without bullying'.

A member of the School Council is appointed as an Anti -Bullying Ambassador.

Bullying linked to ICT and other technology
At Werrington Primary we implement an e-safety and digital literacy curriculum for all children. Our e-safety lead, Miss Carruthers ensures that this is adhered to and all staff assess every child around their skills and knowledge of e-safety and digital literacy.
We also have a Digi Guru steering group ,made up of children from every year group, that report on the latest news regarding e-safety to their peers.

If a bullying incident directed at a child occurs using email or mobile phone technology whilst at school these strategies will be used:
- Advise the child or young person not to respond to the message.
- Inform the headteacher and e-safety co-ordinator.
- Secure and preserve any evidence.
- Refer to relevant policies including e-safety or acceptable use policy and apply appropriate sanctions.
- Notify parents of the child/ children involved.
- Consider informing the police depending on the severity or repetitious nature of offence.
- Inform the LA e-safety officer.

If malicious or threatening comments are posted on an Internet site about a child or member of staff:
- Inform the headteacher and e-safety co-ordinator.

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- Secure and preserve any evidence.
- Inform and request the comments be removed if the site is administered externally.
- Send all the evidence to CEOP at www.ceop.gov.uk/contact_us.html.
- Endeavour to trace the origin and inform police as appropriate.
- Inform LA e-safety officer.

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

The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.
This policy will be reviewed every year or earlier if necessary.

Signed: **Chair of Governors**

Signed: **Headteacher**

Date: