SOUTH WELLFIELD FIRST SCHOOL

ANTI-BULLYING POLICY

Reviewed November 2019
South Wellfield First School

**Anti-bullying Policy**
To be read in conjunction with the Behaviour Policy and Online and Digital Safety Policy.

**Rationale**

The Community of South Wellfield First School believes that:

- Its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied;
- Good citizenship will be promoted, and that bullying, which is a form of anti-social behaviour, will not be tolerated;
- Complaints regarding any member of the School Community will be dealt with fairly, firmly and promptly.

**Definition**

Bullying can take several forms, but is characterised by the **persistent targeting** by one or more children on another, to that child's detriment.

The anti-social behaviour which is called bullying can be:

1. **Physical**
   - A child is punched, kicked, deliberately jostled, pushed etc.

2. **Verbal**
   - Things are said about a child which are designed to hurt his/her feelings, and may be directed towards gender, ethnic origin, physical/social disability, personality; or may take the form of name calling.

3. **Damage to property or theft**
   - A child is targeted to have their property damaged or stolen, or threats are used to make a child hand over property against their will.

4. **Emotional**
   - A child is excluded from the activities or discussions of the group that the child would normally think are his/her friends; or the child is made to feel that the group of “friends” are talking behind his/her back in an unpleasant way.
   - Organising others to bully by way of threats or rewards, yet remaining distanced from the bullying incidents.
   - Racial harassment.
It should be recognised:
- That all these things affect people in different ways, and that each individual will react differently;
- That a “one-off” incident may be unpleasant, and needs to be investigated and resolved, but does not necessarily constitute bullying;
- That the perception of an action by those first thought of as the “victim” and the “bully” may be incompatible, and again action needs to be taken, but without it necessarily constituting bullying.
- That bullying can also take place using communication technology devices e.g. mobile devices, games, social networking sites amongst others. In these instances, the Online and Digital Safety Policy should be referred to.

Aims

The aims of the school are:
1. To create a supportive, caring and safe environment where pupils can achieve their best without the fear of being bullied;
2. to promote good citizenship and show that bullying, which is a form of anti-social behaviour will not be tolerated;
3. to maintain confidence that complaints concerning bullying, regarding any member of the School Community, will be dealt with fairly, firmly and promptly.

Objectives of the policy
To ensure staff are fully aware of the nature of bullying and the procedures to follow in the case of a bullying incident.

Procedures
- Pupils are encouraged to report all incidents of bullying;
- Pupils will be listened to, and taken seriously;
- Premature assumptions will not be made;
- Bullying will not be ignored;
- Incidents of bullying will be investigated consistently by an appropriate person using a problem solving approach, recorded and followed up to ensure the bullying has not been repeated;
- Serious incidents will be recorded by a senior member of staff and the parents/carers informed;
- Victims and other children involved will be supported;
- Help will be given to the bully to understand the effects of their actions.
Guidelines to support the policy

Signs and Symptoms of bullying (this list is a guide and is not exhaustive)

- Deterioration in a child’s work;
- Spurious illness;
- Isolation;
- Desire to remain with adults;
- Erratic attendance.
- Loss of confidence
- Withdrawing from peers

This behaviour may also be a sign of problems at home.

Strategies for dealing with bullying

Pupil Action

- All our children are encouraged to ‘tell’ someone of any incidents of bullying and tell the truth;
- School Buddies are trained to be observant and encouraged to report incidents of bullying to an adult;

School Action

- Carry out an annual survey with a Focus Group of children to identify places and times, inside and outside of school, where they feel safe and unsafe. Use this information to inform teaching and school procedures;
- Give our children knowledge, skills and understanding about bullying through the PSHE curriculum, including the use of Primary National Strategy SEAL teaching materials;
- To participate in the national Anti-Bullying week and use assembly time to further reinforce the anti-bullying message;
- Deliver online and digital safety lessons;
- To encourage other professionals, theatre in education groups, police etc., to visit school to reinforce teaching (multi-agency involvement);
- Develop our children’s emotional literacy to enable them to communicate worries and concerns effectively;
- Support children with SEN or disability who may be at greater risk of becoming a victim of bullying (a buddy, playground friends).
- Provide an environment in school where children feel comfortable to discuss problems;
- Provide and encourage playground games, which can be shared by all pupils;
- Recognise and celebrate the diversity of pupils and achievements in our school;
- Promote and reinforce self-respect and assertiveness in our pupils;
- Monitor and evaluate our Anti-bullying and Behaviour policies regularly;
- Provide Teaching Assistant support for individual children;
- Support and respect the School Council and Buddies in their work;
- Create an anti-bullying ethos.