



WHITEHALL PRIMARY SCHOOL

Anti - Bullying Policy

2023

At Whitehall Primary School we aim to provide a happy, caring and supportive environment, without the fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is not acceptable and will not be tolerated in our school.

Through the implementation of this policy we seek to minimise bullying in our school, deal decisively with any bullying incidents should they occur and provide support for any victim and examine the need for support for the bully.

1. Definition

We define bullying as **Several Times On Purpose (STOP)**. It is the wilful conscious desire to hurt, threaten or frighten someone and occurs on several occasions. Pupils are encouraged to report bullying using **Start Telling Other People (STOP)**.

Bullying can take different forms:

- physical abuse – hits, damage to property
- verbal abuse – threats, insults, nasty teasing
- relational – rumours, social exclusion
- material – damage to belongings, exclusion
- cyber bullying – bullying via text message, email, instant messaging, social networking

Verbal bullying may take the form of homophobic language, racial abuse, sexual language, comments about disability or special educational needs, or may be directed about a person's faith or religion.

Bullying is not a single incident of aggressive behaviour or the occasional falling out between friends. It may also involve an adult/ teacher using bullying behaviour towards other colleagues or children. Pupils who are being bullied may show changes in behaviour, such as becoming shy or nervous, feigning illness, taking unusual absences or clinging on to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

2. Aims

At Whitehall Primary School we aim to:-

- Make sure all staff follow the same approach when dealing with bullying.
- Help children understand what bullying is and what they can do if they are being bullied (**STOP**).
- Deal decisively with any bullying incidents.
- Provide support for victims and children demonstrating bullying behaviour.
- Respond to parental concerns about bullying.
- Assist with the acquisition of such knowledge, attitudes, skills and practical abilities that enhance life in an equal opportunity multi-cultural society.
- To keep governors, staff and parents informed of anti-bullying issues.

3. Preventative Education

At Whitehall school we are committed to maintaining a climate in which incidents of bullying are less likely to occur. This is approached through:

- Class teachers making clear to pupils the boundaries of acceptable behaviour. This is through the use of our "Code of Conduct" (See policy on Positive Behaviour Management). This enables pupils to identify bullying. Procedures are set out for children to follow if they are being bullied. (See Appendix A – "What is a Bully?").

- PSHE/circle time is used to explore issues of bullying, whether in school, or out of school, in an atmosphere of open discussion.
- Collective worship which is inclusive and challenges anti-social attitudes and behaviour.
- Friendship week is celebrated every year during National Anti-Bullying week. Assemblies and activities with a focus on creating and sustaining friendships are coupled with the reinforcement of “**STOP**” (Several Times On Purpose and Start Telling Other People) and strategies for dealing with bullies.
- All staff are trained in positive behaviour management strategies and the use of language in managing challenging behaviour.
- Strategies to promote integration and inclusion in the playground during lunchtimes and playtimes.
- Lunchtime supervisors are pro-active in encouraging children to co-operate and play games. Year 6 children act as play buddies at lunchtimes.
- A child friendly Anti-Bullying Information sheet is sent out to every family. This includes advice about what to do if parents / carers are concerned that their child is being bullied and the name of the designated Anti-Bullying Champion.
- An Anti-Bullying Toolkit containing useful literature dealing with bullying, appropriate for all age groups is available in the staffroom.

4. MONITORING RELATIONSHIPS IN SCHOOL

At Whitehall we recognise that however rigorous our anti-bullying-policy, incidents of bullying may still occur. Incidents will be recorded and monitored on CPOMs.

As a result of monitoring it will be possible to identify:-

- Isolated incidents
- Frequent victims
- Frequent bullies

Action taken may be influenced by the results of this monitoring. The Headteacher will be alerted to all forms of bullying.

- CPOMs will be completed for every bullying complaint.
- Bullying incidents, both inside school and in the playground, should be recorded.
- A racist incident that is perceived as bullying should also be recorded.
- Actions will be recorded on each CPOM record.

4.1. PUPIL TO PUPIL / PUPIL TO STAFF

Any incident of bullying occurring in, around or outside School will be taken seriously and followed through appropriately by school staff. Parents of both the bully and the victim will be kept informed of action taken. This will be recorded on CPOM.

4.2. Bullying Incident Procedures - Start Telling Other People (STOP)

Bullying is Several Times On Purpose
To make Bullying STOP – Start Telling Other People

All teachers and other school staff will follow these procedures:

- Stage 1. Child reports to a member of school staff, who records the incident on CPOM.
- Stage 2. Counselling – Victims are given strategies to follow if it should happen again. Class teacher is informed and investigates. The child using bullying behaviour will be given the opportunity for showing they understand their behaviour was wrong. Sanctions may be applied if appropriate.
- Stage 3. Phase leader is informed if the problem is considered serious enough and investigates. Further support / sanctions will be applied.
- Stage 4. If bullying persists Head/Deputy are informed, parents of both the victim and the bully contacted and actions recorded.
- Stage 5. No improvement would lead to short-term or long-term suspension.

Where other children or parents witness incidents of bullying behaviour, or behaviour they feel may be bullying, they will report this to a member of staff who will follow the procedures outlined above.

The following criteria are used to judge the seriousness of an incident:

- Seriousness of the injury/damage
- Was there an element of racism in the bullying (Refer to The Equality Policy)
- The persistence of the bully
- The attitude of the bully
- The number of people involved
- The location of the incident
- Has the incident been dealt with by another member of staff
- Who actually made the complaint

In support of the victim, particular attention will be given to boosting the child's self esteem where this has been damaged by the incident. Pastoral support will be offered to the victim and advice about how to prevent further incidents.

In support of the bully, particular attention will be given to identifying the reasons for their behaviour, giving advice and pastoral support as required on using strategies outlined in the preventative education section of this policy. Sanctions applied as a consequence of bullying behaviour will be determined by the seriousness of the incident. Behaviour following any sanctions and support will be monitored to check that the bullying behaviour has stopped and take further supportive action as necessary.

The Head Teacher, in her role as Lead DSL, will inform governors about the number of incidents reported and the effectiveness of this policy at governor meetings.

4.3. STAFF TO PUPIL / STAFF TO STAFF

Discriminatory attitudes or behaviour on the grounds of bullying attitudes will not be tolerated from members of staff. Complaints of bullying or religious discrimination will be dealt with according to the Local Authority's complaints procedures, a copy of which is available in the Head Teacher's office. In the case of a complaint against the Deputy Headteacher, the Headteacher will be informed. In the case of a complaint against the Headteacher, the Chair of Governors will be informed.

Children making complaints against staff concerning bullying will be taken seriously and the issues referred to the Headteacher or Deputy Headteacher for investigation and action.

In summary:-

This policy should be read in conjunction with other school policies, particularly:

- Positive Behaviour Management Policy
- Equality Policy
- SEND Policy
- P.S.H.E Scheme of work
- Online Safety Policy

This policy will be reviewed every 2 years.

APPENDIX A

WHAT IS A BULLY?

- *A bully is someone who wants to feel big by making other people feel small.*
- *A bully makes other people frightened and unhappy.*
- *A bully likes to hurt other people's feelings, bodies and belongings.*

Bullies do these kinds of things :

- Frighten other children by hurting them or threatening to hurt them.
- Telling other children not to play or work with someone.
- Upsetting other children by using words or jokes about them that they don't like.
- Making someone feel bad by teasing them often.
- Saying unkind things (including 'jokes') about another child's family, culture, race or religion)
- Telling another child that the way they follow their religion is wrong (for example telling them they will get 'guna' if they do or don't do something).
- Trying to force other children not to take part in school activities.
- Making children do things they don't want to do.
- Forcing people to give up things with threats.
- Damaging another child's things and using them wrongly.

If you are being bullied:

- ✓ Don't keep it to yourself. BE BRAVE
- ✓ Tell your parents and your teacher what is happening.
- ✓ If you are scared, get a friend to go with you.
- ✓ Keep on speaking until someone listens to you.
- ✓ Don't blame yourself for what has happened.

If you are afraid of someone:

- ✓ Keep cool.
- ✓ Stay with your friends or older children at playtime or going to and from school.
- ✓ Walk away from trouble without making things worse then tell someone.
- ✓ Don't answer back but tell someone.
- ✓ Remember you don't have to do what bullies say.

If you see someone being bullied:

- ✓ Don't stand around and watch – bullying needs an audience.
- ✓ Ask a dinner lady for help.
- ✓ Walk away and tell your teacher what you have seen.
- ✓ Write what happened and put it in the STOP box
- ✓ Get a group to challenge the bully – but not retaliate.
- ✓ Talk to the person being bullied privately.
- ✓ Support or befriend the person being bullied.
- ✓ Go with the person being bullied to get adult help



WHITEHALL PRIMARY SCHOOL

BULLYING – A CHARTER FOR ACTION

Our school is committed to working with staff, children and parents to create a school community where bullying is not tolerated.

Our School Community

- ☑ Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- ☑ Supports staff to identify and tackle bullying appropriately.
- ☑ Ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively.
- ☑ Reports back quickly to parents / carers regarding concerns about bullying.
- ☑ Seeks to learn from anti-bullying good practice elsewhere and uses the support of the Local Education Authority and voluntary organisations where appropriate.