



Healthy Empowered Ambitious Respectful Together

Our values are at the HEART of our school

Anti-Bullying Policy

Policy Author:	Alison Hall
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Summary

This policy is an anti-bullying policy and is an integral part of our school vision, values and ethos.

Introduction

This policy statement outlines the commitment of the staff, children and Governors of Washingwell Primary School to ensure that any form of bullying is prevented and avoided as far as possible for all members of the school community. These include:

- Children
- Teaching staff
- Support staff
- Voluntary staff
- Parents
- Governors
- Visitors to the school

We understand that bullying incidents take place within all schools and that there needs to be clear guidelines to parents/carers, pupils and staff about how to deal with such incidents.

At Washingwell Primary School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help maximise their potential.

We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident and to seek support from school should they feel unsafe.

This policy should be read in conjunction with policies concerning behaviour management, physical restraint, PSHE and equality.

Aims

At Washingwell Primary School, through our anti-bullying policy, we aim to:

- Ensure that everyone understands what bullying is.
- Address all bullying incidents effectively.
- Address the issue as a whole school and be aware of the issues surrounding bullying.
- Encourage bullies to think about their behaviour and take responsibility for their actions.
- Enhance the self-esteem of the victims of bullying.
- Give all children the strategies to communicate effectively without resorting to bullying.

Inclusion

We are committed to providing effective learning opportunities for all pupils and apply the principles of inclusion for all.

We are committed to the principle of equality of opportunity and this is reflected in the curriculum offered to pupils and the conduct of staff and pupils. Our anti-bullying policy reflects this principle.

We are committed to the principles laid down in our race equality policy statement and will act according with reference to any bullying incident which concerns race.

Definition of Bullying

At Washingwell we define bullying behaviour as:

- **Intentionally hurtful:** It is deliberate, unjustifiable and unprovoked behaviour. It includes actions that cause physical, emotional or mental hurt to the victim and actions that violate another person's freedom of rights.
- **A repeated experience:** It is persistent or repeated anti-social behaviour
- **An inequality of power:** The person being bullied finds it difficult to reject or deal with the offending behaviour, or those involved in the bullying behaviour have power over the victim.

Examples of Bullying

- Verbal bullying or cyber bullying
- Physical bullying
- Indirect bullying eg spreading rumours or excluding individuals
- Psychological bullying eg intimidation
- Racist taunts or gestures
- Sexual
- Homophobic
- Disability

Effects of Bullying

Bullying can be harmful to the bully and the victim. Bullying can affect schoolwork and the behaviour of the victim.

The victim may also show signs of:

- Depression
- Poor concentration
- Producing poor work at school
- Behaviour difficulties
- Lacking friends
- Feeling bad about themselves
- Injuries they can't explain
- Refusing to come to school

It is important that parents/carers come to see us if a child shows a number of these signs. It is especially important that parents/carers contact us immediately if a child refuses to come to school.

Prevention of Bullying

Washingwell is an inclusive school. We celebrate a warmth and openness of atmosphere which welcomes and values everyone. We aim to respond immediately to any allegations of bullying behaviour whether it be verbal, implied (eg ignoring, isolation) or physical intimidation or harm.

At Washingwell we:

- Have a set of values which are integral to all aspects of school life.
- Model exemplary behaviour at all times.
- Establish school rules which promote positive and respectful behaviour in all aspects of school life.
- Expect high expectations of every child's achievement and behaviour.
- Have assemblies where the importance of being respectful and valuing others is discussed by children and adults.
- Listen carefully to children, parents and staff.
- Give children responsibility and encourage them to be responsible.
- Ensure that all incidents of harassment and bullying are recorded and monitored. All racist incidents are recorded and a confidential record is kept.
- Inform the parents of the victim and perpetrator in the event of any racial harassment.
- Inform the parents of the victim and perpetrator of any incidents of physical harm or sustained bullying. The school will always try to work with all parents to stop, and further prevent, bullying behaviour.

Role of Parents/Carers and the wider Community

We aim to work in partnership with parents/carers to help all pupils to achieve their potential. Parents/carers have an important role to play in actively encouraging their child to be a positive member of Washingwell. If bullying is reported to the school, parents/carers need to be informed in a sensitive and responsible manner.

If parents/carers have concerns over bullying behaviour they should take up those concerns with the class teacher, Inclusion Manager or Head Teacher as soon as possible. Parents/carers should take up any concerns they have with the school and not the parents/carers of other parties. The best place to resolve conflicts between children is in the school where all sides and aspects of incidents can be explored.

Parents/carers are expected to exercise reasonable confidentiality around incidents in which they are involved. In particular, parents/carers are requested not to spread stories about incidents as partial information can be inaccurate and affect the reputation of individual children and the school.

Parents/carers will be informed of any significant incidents involving their children in order to support their children in school in seeking a resolution and restoring a safe environment for all children.

How we deal with Incidents of Bullying

Step 1	We discuss the incident with each pupil separately. We support the victim by: making sure he/she is listened to, telling him/her that we are treating the incident seriously; describing how he/she will be helped and explaining how the incident will be dealt with. We treat the bully fairly. We describe the reasons we are talking to them. We stay calm and we do not make immediate judgements. We listen carefully. We explain how we will deal with the incident and how the pupils will be helped.
Step 2	We ensure the Head Teacher is informed.
Step 3	We see both pupils together to mediate. We stay calm and don't make judgements. We listen rather than speak. We record each child's views. We encourage the children to find a solution themselves. We explain why we are writing the incident down.
Step 4	We discuss the incident with the Head Teacher. The Head Teacher or a designated teacher will contact the parents of the victim and of the bully to tell them what has happened.
Step 5	We monitor behaviour as normal. If further incidents occur, both sets of parents will be asked to come into school to discuss the needs of victim and bully.

Language

We recognise that it is important that all members of the school community use appropriate language which:

- Does not transmit or confirm stereotypes
- Does not offend
- Creates and enhances positive images of particular groups identified at the beginning of the document
- Creates the conditions for all people to develop their self-esteem
- Use correct terminology in referring to particular groups of individuals.

Staffing and CPD

We are bound by the legal requirements of the sex Discrimination Act 1975 and the Race relations Act 1976, the Disability Discrimination Act 1995 and guided by Local Authority Policy on Equality Opportunities in employment.

It is our policy to provide staff with training and development which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity.

Role of Governors

Governors determine, support and monitor and review school policies. They support the principles and methods set out in this policy. They allocate appropriate resources and ensure security within

the building. Any incidents of bullying behaviour are reported to our Safeguarding Governor and also reported at termly safeguarding updates to Governors.

Monitoring and Review

Our anti-bullying policy is identified as an area requiring careful and ongoing monitoring throughout the curriculum and across all aspects of school life. All members of our school community have a right to feel safe and to be listened to.

All class teachers are responsible for monitoring the impact of this policy in practice. The Head Teacher is responsible for ensuring that our aims are communicated to all staff and are adhered to.

This policy will be reviewed bi-annually