



WIDDEN PRIMARY SCHOOL

# ANTI-BULLYING POLICY (Including HATE)



**REVIEWED BY:**

Rachel Kittle

**DATE APPROVED BY THE FULL GOVERNING BODY:**

17<sup>th</sup> January 2023

**REVIEW CYCLE**

Annually

**NEXT REVIEW DUE:**

January 2024

**OTHER RELEVANT POLICIES:**

Admissions, Behaviour and Culture; Safeguarding & Child Protection

## **Anti-Bullying Policy**

### **Introduction**

At Widden Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils and remains at the very heart of what we do.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Widden Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school Designated Safeguarding Lead/ Head Teacher should report their concerns to their Local Authority's safeguarding team. This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy and the School's Vision, Aims and Values.

### **Principles and Responsibilities**

It is the responsibility of the governing body and the Head Teacher to ensure that all members of the school community work within a safe and enabling environment. It is the responsibility of all staff to uphold this vision and to conduct themselves in a positive and caring manner.

We aim to support pupils to develop our FREE values: Friendship, Respect, Excellence and Equality (Vision, Aims and Values).

These four guiding values of Widden Primary School underpin our Anti-Bullying Policy (including Hate) from the moment a pupil enters our school, and throughout their time with us.

### **Aims**

We are determined to promote and develop a school ethos where bullying/hate is regarded as unacceptable; and to ensure a safe and secure environment is sustained for all pupils. We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment. Bullying and hate will not be a barrier to learning at Widden Primary School.

## **Bullying Definition**

At Widden Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

The NSPCC define bullying as:

*Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.*

We agree that:

- Bullying is usually physical hurting, name calling, giving unkind looks or leaving people out of activities/games.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.

## **Types of Bullying and Hate**

### **Cyber-Bullying**

NSPCC define Cyber-Bullying as:

*Cyber bullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone.*

### **Racist Bullying**

This refers to any behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

### **Homophobic Bullying**

This occurs when bullying is motivated by a prejudice against those who identify as LGBTQ+.

## **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)

- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to identify as LGBTQ+

### **Prevention of Bullying and Hate**

Preventing and raising awareness of bullying is essential reducing and seeking to eradicate bullying/hate. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying/hate is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. E-safety workshops are held to raise parents' awareness of cyberbullying.

Pupils are taught to tell an adult in school if they are concerned that someone is being bullied/hated. Pupils are encouraged to report any incidents of bullying/hate to their class teacher however, all pupils understand that any adult in school is available to them if they believe that bullying is taking place.

### **Behaviour Policy**

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

### **Signs of Bullying or Effected by Hate**

Staff and parents are encouraged to be vigilant in looking out for signs of bullying or effected by hate. This is not exhaustive but may include:

**Physical:** unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

**Emotional:** losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

**Behavioural:** asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

### **Responding to Bullying/Hate**

All cases of alleged bullying/hate should be reported to the Head Teacher/Deputy Head Teacher or senior member of staff. In any case of alleged bullying, either the Class teacher, the Head Teacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate. As bullying is a safeguarding concern, the DSL should be made aware of any allegations of this nature. A record will be maintained on CPOMS and the Safeguarding Governor will be made aware.

If the allegation of bullying/hate is upheld, the Headteacher (or senior leader) will normally seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable. However, under the terms of the Behaviour and Culture policy, this may be considered serious or extreme misbehaviour and the Headteacher retains the right to apply a suitable sanction as outlined in the school's policy, including exclusion.

All bullying/hate incidents must be recorded. Parents of both parties should be informed. If the situation does not improve, the Head Teacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and/or sanctions as deemed necessary. Any necessary action should be taken until the bullying/hate has stopped.

### **Sources of further information support and help**

<b>Name of Organisation</b>	<b>Telephone number</b>	<b>Website</b>
Advisory Centre for Education (ACE)	03000115142	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti Bully	Not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901	<a href="http://www.antibullyingalliance.org.uk">www.antibullyingalliance.org.uk</a>
Bullying Online	0207 378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Childline in partnership with Schools (CHIPS)	08001111	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape	0207 730 3300	<a href="mailto:info@kidscape.org.uk">info@kidscape.org.uk</a>
NSPCC	0207 825 2500	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parentline Plus	0808 800 2222	<a href="http://www.familylives.org.uk">www.familylives.org.uk</a>
The children's Legal Centre	Not available	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>