Willerby Carr Lane
Primary School

Anti-Bullying Policy

POLICY MANAGEMENT

Approved by	Full Governing Body
Date approved	25 June 2018
Effective date	26 June 2018
Next review date	Summer 2021
Version Control	The most up to date version of this document is held on the school's intranet

Purpose

Willerby Carr Lane Primary School is strongly committed to encouraging good behaviour on the part of all pupils and promoting respect for everyone.

The school recognises that:

- ✓ Every child has the right to an education and
- ✓ Every child has the right to be safe

(United Nations Charter of Rights for Children)

The children at Willerby Carr Lane Primary School also recognise that with this right they have a responsibility to ensure everyone enjoys feeling safe and supported. As a result, they are expected to play a part in combating bullying by reporting it and working together to support victims and potential victims.

In order to ensure that our school is a safe place in which children enjoy learning we strive to make sure that it is:

- Free from violence
- Nurturing, caring and respectful of everyone
- Physically and psychologically healthy and
- That we work to enhance the self-esteem of all.

Bullying does not just affect the victims, for whom the emotional scars can last a lifetime. Bullying sours the atmosphere of a class and the climate of the school. Thankfully bullying is not a serious problem at this school, but when it does occur, it causes acute distress, and therefore it is important that all reported cases are taken seriously and investigated.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

There are many definitions of bullying, but staff and pupils at Willerby Carr Lane Primary School agree that incidents of bullying have three things in common:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- The reaction of the victim determines the severity of the bullying

Bullying can take many forms, but three main types are:

- Physical   hitting, kicking, taking belongings
- Verbal   name-calling, insulting, racist remarks
- Indirect   spreading nasty stories, excluding someone from social groups etc.

Bullies do not conform to a stereotype and so they are difficult to recognise.

The victims are often those who are vulnerable because they too easily become agitated, and in a state of extreme anxiety can be treated as figures of fun.

Reporting Bullying

Pupils are encouraged to report incidents of bullying to members of staff and to parents, or any other adult they feel comfortable talking to. Any pupil reporting bullying can expect to be listened to sympathetically by every member of our school community. All reports of bullying are dealt with in the same way:

- They are investigated by the senior midday supervisor, class teacher, deputy headteacher or head teacher as appropriate
- They are recorded in the class anti-bullying log

Sanctions and Punishments

Following the investigations detailed above, if a case of bullying is confirmed

The victim will:

- Be given support from staff and peers
- Be reassured that the school is doing everything possible to prevent any further incidents
- Be monitored and checked upon by the class teacher and / or head teacher for up to 2 months following a reported incident

The bully will:

- Be given a warning for a low-level incident and a more severe punishment for anything more
- Attend a social skills group where appropriate
- Be closely monitored by all staff and a peer support group for up to 2 months following a reported incident
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Anti-Bullying strategies

- Issues of bullying, friendship and getting on with others will be explored during circle time.
- Teachers will follow a whole school e-safety curriculum which incorporates units on cyber bullying.
- The school will take part in anti-bullying activities annually – this will link with whole school assemblies and safer internet day.

- Incidents of poor behaviour meriting a child to move their name to Red will be logged on the SIMS database. The behaviour log will be monitored by the SLT at regular intervals.
- Allegations of bullying will be recorded in the class anti-bullying investigation log and any associated incidents recorded. This will help to identify any patterns of alleged bullying.
- Assemblies will regularly outline accepted behaviour and tackle issues surrounding bullying.
- Posters, designed by the pupils, and detailing what bullying is, and how to deal with it will, from time to time, be created and displayed throughout the school.

Training

All members of staff, including midday supervisors, TAs and office staff will receive training, be encouraged to take part in anti-bullying activities, and will have a copy of this policy.

All members of staff receive training in relation to Child Protection and Safeguarding, any safeguarding children concerns will be managed in line with school policy.

Monitoring

The SLT will monitor the behaviour and anti-bullying investigation logs on a half-termly basis if not sooner.

Anti-bullying Investigation Log – Incident Codes

(see next page for pro-forma)

Code	Type of Incident
Ph	Physical
N	Name calling
P	Persistent sarcastic remarks or teasing
Th	Threats or spreading rumours
H	Humiliation or ridicule
S	Spoiling work
V	Demanding money or valuables
E	Electronic cyber-bullying including: sending hurtful text or other unwanted electronic messages
R	Racist
H	Homophobic
D	Related to disability

Anti-Bullying Investigation Log

Date	Time	Location of incident	Child Bullied & class	Child Implicated & class	Recorded by	Type of incident	Witnesses

Account of Incident			Follow up actions

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