



WHOBERLEY HALL
PRIMARY SCHOOL

Anti- Bullying Policy

Implemented by school on: Autumn 2024

Review by: Autumn 2027

Believing  **Achieving**  **Learning for Life**

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. The school operates a zero tolerance approach to bullying – bullying must be challenged immediately, dealt with sensitively using consistent approaches and in a sustained manner.

Definition

Bullying is defined as:

- Deliberate
- Hurtful behaviour
- Repeated over a period of time
- Difficult for those being bullied to defend themselves.
- Results in pain and distress

The main types of bullying are:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera
(Sources: Kidscape)

Definition of sexist, sexual and transphobic bullying

Sexist, sexual and transphobic bullying occurs when a pupil (or group), usually repeatedly, harms another pupil or intentionally makes them unhappy because of their sex or because they may not be perceived to conform to normal gender roles.

Sexual bullying can be defined as bullying behaviour that has a specific sexual dimension or a sexual dynamic and it may be physical, verbal or non-verbal/psychological.

Behaviours may involve suggestive sexual comments or innuendo including offensive comments about sexual reputation; or using sexual language that is designed to subordinate, humiliate or intimidate.

Transphobic bullying stems from a hatred or fear of people who are transgender.

(Taken from : Safe to Learn: Embedding anti-bullying work in schools

Quick Guide)

We actively encourage pupils to report bullying in school

Approaches to deal with Bullying

We believe that there are two components to effective anti-bullying practice:

1. Preventing bullying incidents
2. Responding to them.

Incidents are recorded on CPOMS under the named 'bullying' category, and are monitored by the safeguarding team to identify patterns of behaviour.

Punishing bullies does not end bullying. At Whoberley Hall Primary School we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable.

We positively encourage all pupils to take responsibility for their behaviour and its consequences. We ask children to commit to end the bullying and provide support for the bullied pupil, keeping themselves safe at all time. This work is supported through the PHSE curriculum and through the annual event of anti-bullying week and also regular highlighting of the school values.

Our school approach in dealing with issues concerning bullying includes:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is
- Making clear that a zero-tolerance approach to bullying is in place in school
- Encouraging children to report incidents to staff and then involving them in the process of dealing with issues.
- All incidents are taken very seriously. They are investigated and if necessary, acted upon, with clearly defined procedures.

Strategies

We use the following strategies to ensure a positive ethos in which children feel secure to report incidents of bullying immediately:

- Focus all year – assemblies, parent workshops, questionnaires for

parents and children.

- School values are an explicit part of the school's ethos, which all staff and pupils refer to on a regular basis to ensure all are aware of expected behaviour both in and out of school.
- Annual anti-Bullying week
- Links in the PSHE curriculum
- Providing a variety of activities/equipment for pupils to play with during break and lunch.
- Every class teacher provides an opportunity for pupils to indicate and discuss worries and concerns e.g. worry box, circle time, PSHE Lesson.

Procedures for Staff

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately.
- Staff will make sure the victim(s) is reassured and feels safe
- Staff will listen and speak to all children involved about the incidents
- The problem will be identified, and possible solutions suggested
- Staff will reinforce the message that bullying behaviour is not tolerated at Whoberley Hall Primary school
- Appropriate action will be discussed and shared and will be taken quickly to end the behaviour
- Sanctions deemed appropriate will be applied
- All incidents are recorded in Behaviour logs (and on CPOMS) which are monitored regularly by SLT and Learning Mentor.
- If the incident is referred to the Headteacher, parents may be spoken to.
- If there are repeated incidents this will result in parents being called in and may ultimately lead to a fixed term exclusion.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)
Children's Legal Centre
KIDSCAPE Parents Helpline
National Bullying Helpline

0808 800 5793
info@coramclc.org.uk
0300 102 4481
0300 323 0169

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.