Wrockwardine Wood CE Junior School

Anti-Bullying Policy

Reviewed by Governors annually
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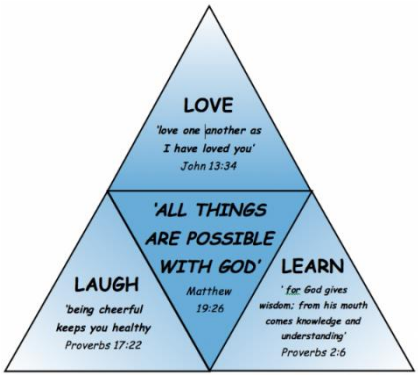
Vision Statement

Our school community will ignite the ability in all to 'Love, Laugh and Learn', recognising the extraordinary and wondrous in everything and in everyone. Our rich, varied and creative curriculum, together with our core Christian values, will empower all to flourish emotionally, socially, spiritually and academically, confidently knowing that 'all things are possible with God' (Matt 19:26).

Our Core Christian Values

Thankfulness, Respect, and Courage

- We will be thankful for our learning and in everything we do, knowing that all things are possible with God.
- We will respect and love others, knowing that all things are possible with God.
- We will have courage with fun and laughter, knowing that all things are possible with God



Our Mission Statement

Our vision and motto, alongside our values, are exemplified through our school mission statement. We will:

- Nurture a community where strong caring relationships, built on Christian values, promote good mental health and wellbeing in which everyone feels ***loved***, cherished and
- Be ***thankful*** for the gifts and talents that God has given us and others.
- ***Respect*** ourselves and others knowing that there is something extraordinary and wondrous in everything and in everyone.
- Provide a rich, varied and creative curriculum that ignites the joy and wisdom of ***learning*** so that all know ***'nothing is impossible with God'.***
- Value collective worship and times for spiritual reflection that enhances and provides opportunities for spiritual development.
- Develop a PSHE and RSE curriculum that empowers all to be ***respectful*** towards and sensitive to the wants and needs of others.
- Have the ***courage***, perseverance and resilience needed to face the challenges of modern Britain and the wider global community.

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All children have the right to feel safe and protected when in school. All adults in the school community have an obligation to support this principle, and all children should be encouraged to share in this responsibility for the safety and well-being of each other.

The governors and staff of Wrockwardine Wood CE Junior School fully recognise the contribution explicit anti-bullying work makes to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our pupils from harm.

Aim

The aim of this policy is to ensure that all members of the school community can identify and understand the seriousness of bullying and know ways of responding to it effectively. All staff and governors are committed to providing a caring, positive, friendly and safe environment for our pupils so they can learn in a relaxed and secure atmosphere which promotes the social, physical and moral development of the individual child.

Bullying of any kind is unacceptable at our school and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member of staff. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in school.

As a whole school staff, we work together to:

- Establish and maintain an ethos where children feel secure and are encouraged to talk about bullying and are always listened to, whether they are the victim, perpetrator or bystander.

- Promote a climate of trust and openness that allows a child, parent or member of staff to have the confidence to report any incidents of bullying.

- Ensure that all children know there is an adult in or out of the school setting whom they can approach if they are worried or in difficulty in regards to bullying as a specific issue. Access Helpline numbers will be displayed and encouraged.

- Develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected bullying abuse, raise the awareness of both teaching and non-teaching staff of the need to safeguard bullied children, and of their responsibilities in identifying and reporting possible cases of this form of abuse in line with Local and National procedures and guidance.

- Provide a systematic means of monitoring children known or thought to be at risk of harm from bullying.

- Provide a systematic means of monitoring children known or thought to be bullies and support a change in their beliefs and thoughts.

- Develop and promote effective working relationships with other agencies, especially the Police and Social Services.

- Include in the curriculum on a weekly basis, PSHE, which equips children with the skills they need to stay safe from harm and to know to whom they should turn for help, explicitly teach about similarity and difference, challenging stereotypical views of all pupils and adults, including parents. Teach discretely about racism, homophobia, sexism, domestic and other forms of abuse, so that pupils understand that these are forms of bullying.

- Ensure that if there are any incidents of bullying in particular classes or year groups that these are dealt with swiftly, involving the perpetrator and victim and their parents.

- Participate in the national Anti-bullying week to focus on the impacts that bullying has on others and to develop children's empathetic skills. This will be supported by the Children's Safeguarding board.

- To promote discussion and raise awareness through pupil voice using the Children's safeguarding board and the Peer buddy scheme.

This policy is written for adults and should be read in conjunction with our Equality, PSHE, Child Protection, Online Safety and Teaching and Learning policy.

Definition
All governors and staff agree that bullying will not be tolerated in any form and is defined as:

' A form of behaviour that can be defined as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace'.

BULLYING IS NOT WHEN CHILDREN FALL OUT OR DON'T GET ON

Bullying can be carried out by individuals or groups. The characteristics of bullying are that:

- It is deliberately hurtful
- It is repeated over time
- It is difficult for those being bullied to defend themselves
- It is usually hidden from adults or authority figures

Bullying can take several forms including:

- Teasing
- Name calling
- Use of prejudice based offensive language
- Spreading rumours
- Exclusion from the group
- Threats, including looks
- Extortion
- Damage to belongings
- Physical assault
- Racial harassment
- Sexual harassment (Including references to lesbian, gay, bisexual and transgender (LGB&T)
- Cyber bullying

Racist Incidents relating to race, religion or culture
Racist bullying does not only affect young people with different coloured skin. Anyone who is perceived as having a different race, religion or belonging to a different culture can become a target of racist bullying. Like any other form of bullying, racist bullying can be distressing for a child and can affect their confidence and well-being. An important aspect of our role is making sure every child - regardless of their race, religion or culture – has someone to turn to if they are being bullied and that they feel included and valued – at home and at school. This will not be tolerated and parents will be informed immediately, making it clear that the incident will be reported to the LA and should the matter persist, the child could be excluded from school.

Homophobic Bullying
We recognise that Homophobic bullying does not only affect lesbian, gay and bisexual (LGB) young people. Anyone who is perceived as different can become a target of homophobic bullying. Like any other form of bullying, homophobic bullying can be distressing for a child and can affect their confidence and well-being. An important aspect of our role is making sure every child - regardless of their sexual orientation – has someone to turn to if they are being bullied and that they feel included and valued – at home and at school. This will not be tolerated and parents will be informed immediately, making it clear that should the matter persist, the child could be excluded from school.

Special Educational Needs
Bullying as a result of an adult or child having any form of SEND will not be tolerated. This may take the form of abuse toward another adult or child as a result of sensory, physical, cognitive or social, emotional and behavioural needs. This will not be tolerated and parents will be informed immediately, making it clear that should the matter persist, the child could be excluded from school.

Vulnerable Pupils
Vulnerable pupils within the school setting may become the target of bullying. It may relate to how they are dressed, whether or not they live with both parents, have agency involvement or may be in care. This will not be tolerated and parents will be informed immediately, making it clear that should the matter persist, the child could be excluded from school.

Peer on Peer/ Child on Child Abuse
We recognise that, unfortunately, peer-on-peer/ child on child abuse can and does happen in a whole range of settings that children attend. Peer-on-peer/ child on child abuse includes, but is not limited to:

- physical and sexual abuse
- sexual harassment and violence
- emotional harm
- on and offline bullying

It can even include grooming children for sexual and criminal exploitation.

At Wrockwardine Wood CE Junior School all staff are trained to understand that children can abuse other children and all staff are made aware of the wider safeguarding issues children may face. All staff are trained in how to escalate any of the concerns appropriately.

Cyberbullying
We recognise that bullying increasingly takes place in “cyber” environments, such as on the Internet and through the use of mobile phones. In whatever form, we will take action to prevent phones and computers that have been used for this purpose being allowed on the school premises and parents will be informed of that ruling. As such these incidents will be treated as a Safeguarding issue.

Upon any incident where “cyber” bullying has taken place in or out of school and made known to us, we will take matters seriously and action will be taken to reduce any further incidents. This will done with a Designated Safeguarding Lead and the Headteacher, and if appropriate, outside agencies.

We recognise and will act in accordance with guidelines set down by the DCFS on cyberbullying as specified on **www.dcfs.gov.uk/bullying.**

The effects of Bullying

Bullying can be profound and have a long-lasting effect on pupils and their families. Potential outcomes of bullying are known to include:

- Unhappiness
- Loss of confidence and self-esteem
- Poor school attendance and achievement
- Feeling let down by adults
- Fear and self-blame

Possible signs of bullying to look out for include:

- Reluctance to attend school
- Asking to be accompanied to school or to change route
- Mysterious headaches or stomach aches
- Becoming withdrawn
- ‘Losing’ possessions
- Damaged possessions
- Hitting out at others or becoming aggressive
- Nightmares or sleeplessness
- Bed-wetting
- Unexplained bruises
- Refusing to talk about any of these problems
- Giving unlikely reasons for any of these problems

Class teachers and staff at Wrockwardine Wood CE Junior School are aware of the signs to look for that may indicate potential bullying. All staff are trained in how to escalate any of the concerns appropriately.

Policy into procedure
Our school procedures for safeguarding children are in line with Telford and Wrekin's Safeguarding Partnership procedures.

We will ensure that:

- We have designated members of staff for Child Protection who undertake regular training, where bullying is identified as abuse in its own right. The named persons are **Miss Tracey Cartwright, Mr Gary Spragg, Mrs Alison Williams and Ms Claire Ashley.**
- All members of staff develop their understanding of the signs and indicators of bullying and its direct abuse.
- All members of staff know how to respond to a pupil who discloses bullying.
- All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures.
- Our procedures are regularly reviewed and up dated.
- All new members of staff are given a copy of our anti bullying policy as part of their induction into the school.

Prevention
We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection. At Wrockwardine Wood CE Junior School, we: ·

- Establish school rules, the Three R's, which demonstrate caring behaviour, and ensure that they are understood by all children through whole school assemblies and class discussions/lessons ·
- Specify clearly those types of behaviour which are considered to be "bullying" and therefore unacceptable ·
- Specify clearly what sanctions and support will follow bullying behaviour
- Tailor our curriculum to ensure the 'anti bullying message' permeates all aspects of school life and is thoroughly integrated into the more general curriculum wherever possible.
- Every member of staff has the responsibility to support and foster this curriculum (see curriculum statement)
- Engage pupils in educational programmes for those children experiencing interpersonal and peer relationship difficulties, supported by the school's SEND/Pastoral coordinator

Managing Incidents
When managing incidents of bullying at Wrockwardine Wood CE Junior School, all pupils are provided with a secure environment in which incidents can be reported. The pupil who has been bullied is made to feel safe and listened to with all pupils shown that bullying is taken seriously. Teachers respond calmly and consistently to incidents of bullying and the school

protects and support all parties while the issues are resolved. Interventions are closely monitored and followed-up appropriately at the individual, group or whole school level.

Working with parents

At Wrockwardine Wood CE Junior School we understand that it is essential to involve parents where bullying has taken place. When working with parents we aim to minimise the likelihood of further incidents of bullying occurring. We work with parents to:

- Discuss the situation and to outline the details of the incident.
- Offer advice
- Encourage parents to speak to their children about that they are experiencing
- Support parents to support their children
- Explore resolutions, coping strategies, successful outcomes

Supporting Children who are being bullied

We recognise that a child who has intermittent or persistent abuse by bullying may find it difficult to develop and maintain a sense of self-worth. We recognise that a child in these circumstances may feel helpless and humiliated. We recognise that a child may feel self-blame. We understand that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm. Contrary to that, we recognise that this stability could be compromised if bullying is not taken seriously. This will be addressed as soon as it is known or signs of it prevalent.

Physical Intervention

We have adopted a policy on Physical Intervention/Restraint and understand that staff must only use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person. We recognise that physical restraint of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures. This policy is in line has been adopted in line with the local authority Policy on Physical Intervention.

Roles and Responsibilities

The Designated Persons are responsible for:

- Adhering to Telford and Wrekin's Safeguarding Partnership procedures, and school procedures with regard to referring a child if there are concerns about possible bullying abuse.
- Keeping written records of bullying and concerns about a child even if there is no need to make an immediate referral for action.
- Ensuring that all such records are kept confidentially and securely and are separate from pupil records.
- Ensuring that an indication of further record-keeping is marked on the pupil records.
- Ensuring that any pupil currently on the child protection register who is absent without explanation for two days is referred to Children's Social Services.

Confidentiality

We recognise that all matters relating to bullying and general Child Protection are confidential. The Designated Person will disclose any bullying information about a pupil to other members of staff on a need to know basis only. All staff must be aware that they have a professional responsibility to share bullying information with other agencies in order to safeguard children. Incidents of bullying will be recorded on CPOMS to ensure that any patterns are easily identified and logged. All staff must be aware that they cannot promise a child to keep secrets, but a child's concerns must be sensitively handled in the case of those perpetrators of the bullying, where cessation is the key outcome and re assurance for the victim paramount.

Supporting Staff

We understand that staff working in the school who have become involved with a child who has suffered harm from bullying, or appears to be likely to suffer harm from bullying may find the situation stressful and upsetting. We will support such staff by providing an opportunity to talk through their anxieties with the Designated Person and to seek further support as appropriate.

Bullying of Staff

Bullying of staff by other staff, pupils or parents will not be tolerated. Staff should report any such incidents to the Headteacher immediately. If the allegation is against the Headteacher, this should be reported immediately to the Chair of Governors.

Allegations of Bullying against staff

We understand that a pupil may make an allegation of bullying against a member of staff. This will be treated like any other form of abuse. If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher. The Headteacher on all such occasions will discuss the content of the allegation with another DSL, or in their absence the chair of governors. If the allegation made to a member of staff concerns the Headteacher, the DSL will immediately inform the Chair of Governors who will consult with the Local Authority Designated officer. (LADO) The school has adopted policies for managing allegations against staff, a copy of which will be readily available in the school. If such an allegation is made, the member of staff subject to the allegation will be assigned a

designated HR contact to support them through the process. Soon after the allegation is made, a decision will be taken as to whether a Joint strategy Meeting needs to be convened to discuss the matter further. If it is decided at that meeting that an investigation should commence, this may be initially led by the Police and Social Services, prior to it being referred back to the Local Authority to investigate under agreed disciplinary procedures.

Whistleblowing/Speak out

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.