



## Warren Park Primary Anti Bullying School Policy 2021 (Updated 21.3.22)

### Rationale

This guidance was drawn up with guidance from Keeping Children Safe in Education (2021), in line with the Equalities Act (2019) and the Education Inspection Framework (2021)

At Warren Park we are aware that pupils may be bullied in any school or setting and recognise that prevention, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and wellbeing of our children. Bullying hurts and nobody deserves to be a victim of bullying. Everyone has the right to feel safe in school and to be treated with respect. This guidance should be read in conjunction with our Behaviour Policy, Child Protection and Safeguarding Policies.

### What is bullying?

Bullying is behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It includes an imbalance of power.

Bullying can be:

**Emotional** – being unfriendly, excluding, tormenting (eg. Threatening gestures, spreading rumours, hiding personal belongings).

**Physical** – pushing, kicking, hitting, spitting, 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 e-mail and internet chat room misuse. Mobile threats by text messaging and calls, misuse of associated technology, ie. camera or video facilities.

## **Our aims**

At Warren Park Primary School we are committed to ensuring that all children and staff are able to work and learn in an environment where they are supported, safe and cared for. Children have the right to achieve their full potential academically, socially and personally through learning and playing in a safe and secure environment. We promote and develop a whole school ethos where bullying behaviour is regarded as unacceptable. We discuss what bullying is with children through assemblies, PSHE lessons and by promoting a culture of zero tolerance and having the confidence to tell.

We have a responsibility to:

- Assist in creating an ethos in which attending school is a positive experience for all members of the community.
- Make clear that all forms of bullying are unacceptable.
- Ensure that everyone feels safe at school.
- Investigate incidents and support victims of bullying and ensure they are listened to.
- Support bullies and help them to change their behaviour and attitude, and also to understand why it needs to change.
- Liaise with parents and other appropriate members of the school community.
- Ensure that all members of the school community feel responsible for tackling bullying.
- Ensure that children understand what constitutes bullying and what they need to do in the event of a bullying incident.
- Record the incident on CPOMS, ensure that incidents are investigated and records are kept and any further actions are followed up.

## **Guidelines**

These guidelines apply to all members of the school community – staff, children, parents/carers, governors, site team and partner agencies working with children.

At Warren Park the children and staff learn and teach about anti-bullying. Anti-bullying topics are explored in assemblies, taught in PSHE lessons and are linked to our 6 strands values – boundaries, resilience, focus, respect, self-regulation and independence.

The school encourages children to report all incidents of bullying and all staff are dedicated to putting this into practice.

## **Allegations of bullying**

1. Should an allegation of bullying be made it needs to be referred to a member of our Senior Leadership Team (SLT).
2. The incident will be investigated as fully as possible by speaking to all parties involved, including staff who work with the children. Class teachers will also be kept in the picture.
3. Detailed records will be taken throughout the process and recorded on CPOMS.
4. Parents/carers will be kept informed during the investigation.
5. Designated Safeguarding Leads will be assigned to any cases of bullying and will ensure that actions are followed up. A case will remain open while DSLs regularly check in with all parties involved to ensure that there is no reoccurrence.

## **Procedures**

When children are being bullied we:

- Ensure they know that they have the right not to be bullied.
- Make detailed notes on the incidents on CPOMS and alert members of SLT.
- Discuss repeated incidents with parent/carers.
- Ensure that they are closely supervised and observed during the school day.
- Communicate with relevant staff so that people are aware.
- Monitor their feelings and behaviour.
- Help them to assert themselves appropriately and to articulate their feelings through wellbeing support if noted as an action following an incident. This may include support for self-esteem.

When children bully others we:

- Take the incident seriously.
- Condemn the behaviour, not the child.
- Discuss repeated incidents with parents/carers.
- Listen to the children involved, use restorative questioning and record all meetings, incidents and follow up actions.
- Ensure that they are closely supervised and observed during the school day.
- Encourage them to reflect and to realise the effects of their actions.
- Encourage them to apologise and to make amends.
- Monitor their feelings and behaviour regularly.
- Avoid unsupervised meetings of victim and bully.
- Use wellbeing support/direct teaching if appropriate to discuss alternative strategies of how to manage behaviour.

## **The role of parents/carers**

Parents may be able to detect when a child is bullied by changes in their child's behaviour at home. Parents should be concerned if their child:

- Is unwilling to go to school, makes excuses.
- Becomes withdrawn or unhappy.
- Performance or interest in school and their learning begins to deteriorate.
- Frequently has unexplained bruises or scratches.
- Regularly has possessions which are damaged or go missing.
- Becomes distressed, clings, cries easily or stops eating.
- Is reluctant to say what is wrong.
- Has nightmares or begins bed wetting.
- Is frightened of walking to or from school.
- Becomes disruptive or aggressive.

Parents are encouraged to inform the school as soon as possible if they are at all concerned that their child is being bullied so that we are able to work together to support the child.

### **Support for staff:**

It is important that staff feel confident in dealing with bullying incidents. If they feel unsure they must seek support from a colleague, preferably a member of SLT. It is the responsibility of the school to provide adequate training and support for all staff. It is the responsibility of staff to ensure that all bullying incidents are dealt with immediately.

### **Agencies to support**

Parents

Parentline Plus 0808 800 2222 [parentsupport@parentlinepluc.org.uk](mailto:parentsupport@parentlinepluc.org.uk)

Children

Childline 0800 1111 or [www.childline.org.uk](http://www.childline.org.uk)