

WAYNFLETE INFANTS' SCHOOL

ANTI – BULLYING POLICY

At Waynflete Infants' School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Around the school the 'Stop' posters are displayed which contain the message that bullying is when it happens 'Several times on purpose' and to start telling people.

At Waynflete Infants' School, we define bullying as: -

"Repeated deliberately hurtful behaviour that happens to the same individual by the same perpetrator". Bullying results in pain and distress to the victim.

Bullying can be:

- Physical hitting, kicking, taking or hiding belongings, or any use of violence
- Verbal name calling, teasing, insulting or spreading rumours
- Emotional being unfriendly, tormenting, excluding, tormenting (eg hiding books threatening gestures)
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Transphobia refers to bullying because someone is, or thought to be transgender
- Cyber all areas of internet, such as email and internet chat room misuse
- Religious because of culture or faith
- Disablist behaviour or language that makes someone feel unwelcome or marginalised because of a perceived or actual disability

Bullying is started by an individual. He/she is not responding to nastiness from another person. When pupils with the same power, numbers and strength, fight or argue this is NOT bullying.

Bullying can affect all members of the school community; both adults and young children and it is usually difficult for those being bullied to defend themselves.

The children define bullying as

- Hurting people's feelings
- Punching
- Kicking
- Biting
- Pinching
- Calling someone names
- Teasing/laughing at someone
- Pushing
- Saying horrible things

When it happens several times on purpose to the same person.

Aims and Objectives

The ethos of Waynflete Infants' School is to promote positive behaviour and a sense of worth for each individual regardless of race, gender or disability. We wish to encourage an environment where independence is celebrated, and individuals can flourish without fear. Every student has the right to be safe and happy and to be protected when feeling vulnerable.

If bullying occurs within our school community, it is inappropriate behaviour and will not be tolerated.

It is important that we create an atmosphere in school where students who are being bullied, or others who know about it, feel that they will be listened to and believed, and that action taken will be swift and sensitive to their concerns.

Not telling protects the bully or bullies, and gives the message that they can continue, perhaps bullying others too.

Pupils should tell one of the following if they are being bullied:

Any teacher.

Teaching Assistant.

Lunchtime Supervisor.

Any other member of school staff.

Procedures for Reporting and Recording Bullying Incidents

In our school any incident of bullying will be reported to the Head Teacher and the following procedures will be taken:

- The referral will be taken seriously and investigated and the bullying stopped quickly
- Parents will be informed and if the issue continues they will be asked to attend a meeting to discuss the problem
- Agree nominated person to be told of further incidents
- Keep accurate records and the schools response
- Ensure all members of staff closely monitor those at risk
- Attempts will be made to help the bully change their behaviour
- Reassess situation after a given time.

Outcomes

- The bully may be asked to genuinely apologise. Other consequences may take place depending on severity of the bullying
- In serious cases suspension or even exclusion will be considered
- If possible the pupils will be reconciled
- After the incident has been investigated and dealt with each case will be monitored to ensure repeated bullying does not take place.

To Pupils

If you are being bullied or you know that someone else is, please tell us straight away, and it will be dealt with. Not telling means that the victim will continue to suffer and the bully will carry on, probably with others too. We all have a responsibility to make sure that bullying is not allowed in our school.

To Parents

If you think your child may be being bullied, or he/she tells you that he/she is, please let us know straight away. Please give re-assurance that we will deal with the matter sensitively but firmly. If your child tells us he/she is being bullied, or we discover that he/she is bullying others, we will contact you and discuss together how the situation can be improved.

To Staff

If you think that bullying is happening, talk to those concerned and ask them what has been happening and keep a record to pass to the Headteacher.

We need to be particularly aware at playtimes and lunchtimes and in areas other than the classroom. These are times and places where victims are more vulnerable and bullying is not easily seen.

Anti-bullying Provision

It is the responsibility of all staff to promote the school ethos and develop acceptable social behaviour. Opportunities for this will occur in many curriculum areas but particularly in PSHE and Citizenship, circle times, assemblies, protective behaviours, drama and in our everyday relationships. Our school has implemented many initiatives to encourage positive behaviour and friendship. This includes

- On transition to the Junior school, year two children are paired with a buddy in year 5, this is done early in the year and activities are planned so that a positive relationship can be developed in preparation for the new academic year.
- Relax kids programme and 'drawing and talking'.
- Traffic light system linked to special time.
- School house point system.
- We actively take part in National Anti-Bullying Week and learn about bullying as part of Jigsaw PSHE during the second half of the Autumn term

Curriculum work enhances this policy in two ways:

- By dealing with the topic of bullying, in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties.
- By using teaching methods which encourage co-operative work and a variety of groupings so that students extend their relationships beyond a small group of friends.

Role of the Governors

Governors are keen to ensure that Waynflete Infants' School is a safe learning environment where students are able to reach their full potential. This policy will be reviewed annually and a report on its effectiveness will be presented to the Governing Board by the named Anti-Bullying Governor.

Anti bullying Accreditation Programme

The school has achieved the foundation award for this programme.

Linked Policies/Activities

Behaviour	Drama	Assemblies	SIP
PSHE and Citizenship	SMSC	Equality Duty Policy	
Circle Time	SEAL	Vulnerable children Policy/List	
Raising concerns			

This policy will be required annually.

Reviewed September 2019

