

Wellington Primary School and Nursery



ANTI -BULLYING POLICY

Date of review January 2019

Date of next review January 2020

Introduction

We are very proud of our school and are determined to make sure everyone enjoys all that Wellington Primary School has to offer. We want every pupil to have all the opportunities they can to learn, feel safe, enjoy and achieve. Our anti-bullying policy will help us do this.

The pupils, staff and governors want Wellington Primary School and Nursery to be a healthy, safe place which has a warm welcome for everyone, parents, staff and children. We want our school to be a friendly and polite place where everyone can try their best, where no one feels hurt and where there are no bullies and no sign of bullying. We want pupils and staff to feel supported and go home at the end of the day having learnt lots, had fun and happy to come back the next day.

Our Promises

- We aim to stop all bullying at our school and promote friendship.
- We want to make sure all pupils understand it is wrong to be a bully.
- We will support bullies to change their behaviour and become responsible members of our school community. We need to help the bully to stop and realise that bullying is unacceptable.
- We will have a consistent system to deal with bullies so everyone knows what will happen if there is a problem.
- We will share our policy with everyone including parents/carers, children and staff.
- We will promise to make sure everyone feels safe and happy in class.
- If a child feels they are being bullied then we promise we will try our hardest to investigate and take action where needed.

Disability Discrimination

Some children do not always have the ability to monitor or adapt their behaviours due to their special educational needs. This means that sometimes we will have to make reasonable adjustments to our policy to meet all the needs of the children involved. When bullying incidents are confirmed and sanctions issued, children will automatically be referred to the Well-being co-ordinator for extra help and programmes of support.

What is bullying ?

Bullying is:

- deliberate, hurtful behaviour
- repeated over a period of time, continues every day
- often difficult for those being bullied to defend themselves
- difficult for those who bully to learn new social behaviour Bullying can take a number of forms:
- physical, e.g. hitting, kicking
- emotional or verbal, e.g. name calling, exclusion, threatening and coercion
- verbal or written notes
- damage to property, e.g. taking lunches or destroying school books
- cyber bullying, which can take place through the internet via social media, online games or by mobile phone

- Sexist e.g. discriminating against girls or boys.
- Racist e.g. being mean because of the colour of their skin, their religion or culture

Who is a bully?

We feel a bully is someone who hurts you on purpose. They sometimes punch, pull, kick, slap, scratch and trip you up. They sometimes say nasty things to upset you. They tease you. Sometimes they hurt your feelings by ignoring you and not letting you play. They may hide or steal your property.

They are people who use their actions and their power to make you feel sad, small and/or worthless. They often sad and have a problem they cannot cope with so instead they are not nice to others. They take out their emotions on you.

Prevention

If we have bullies, the school will deal with them but we hope to create an environment where bullies do not succeed and are a rarity. We will create this environment by:

Encouraging friendships

- All pupils will take part in positive group work in class because it develops good communication skills and teaches us to work together as friends and team members.
- In class we will make use of golden time, circle times and PSHE lessons to develop friendship bonds and understand their value and importance. This ethos will be reinforced in school assemblies and the whole school culture.

If conflicts arise children will talk problems through with the school's Peer Mediators in order to resolve any issues.

Building the confidence of all pupils

- We will create a culture where it is okay to talk about weaknesses and worries in a supportive, caring environment. The class teacher or another appropriate adult will support the work in class to build our confidence and self-esteem. We will use worry boxes to share our feelings too.
- We will encourage children to speak out when they see or hear any form of bullying. It is not acceptable to stand by and watch the bullying behaviour.
- Our school ethos is based on positive reinforcement. We are always on the lookout for good behaviour, excellent work and kindness which we can all reward.
- Pupils will be taught how to cope with what happens when friendships go wrong and given strategies to deal with conflict. They will also have specific lessons about the problem of bullying.
- Pupils will be taught that it is not their fault, it is the bully that has the problem.

The school environment

- Playtimes and lunchtimes are well staffed so there are lots of people looking after pupils and encouraging positive relationships.
- We are a well-resourced school with lots of useful play areas and equipment to allow us to play nicely together.
- There are clear guidelines about where we can and cannot go at unstructured times to ensure we can be supervised properly.

Rules

- Pupils will all be made aware of the school's anti-bullying policy and the high expectations we have for behaviour.

- Pupils will read and agree to the Home School Agreement
- In the first week back after the summer holidays pupils will be responsible for writing and agreeing to a set of class rules which support our anti-bullying and behaviour policies and will be informed of the playtime rules.

What happens when bullying does occur?

We will encourage an environment where ALL incidents of bullying are reported to an adult.

If a pupil reports an incident of bullying we need to know the adult will **ALWAYS** treat it seriously and with discretion. All incidents will be investigated.

To begin with the teacher will speak to both the bully and the victim to establish exactly what has happened. The teacher will involve Mrs Hughes who may issue a warning. We would expect the bully to apologise and would support them in making a 'fresh start'.

In more serious cases Mrs Hughes will arrange a meeting with both sets of parents/carers individually. Both the bully and the victim can also have sessions with an appropriate adult to discuss what has happened. Bullies will always be given the support they need to understand why their behaviour is inappropriate.

If the bullying carries on, the bully will be excluded, initially with Mrs Hughes but they may ultimately be excluded from school for a period of time or permanently.

After a report of bullying the adult will always ensure there is a follow up meeting with the victim a week later to check everything is all right.