



Windmill Hill Primary School

Policy Document

ANTI-BULLYING POLICY

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	Governors' meeting / minute number	FGB	
	Staff member responsible	L Ellin	
	Governor responsible	K Davison	
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	Chair of Governor's signature	K Davison	
	Headteacher's signature	J Grantham	



Anti-bullying Policy

Introduction

At Windmill Hill Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. We acknowledge that bullying does happen from time to time, when bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively.

What is Bullying?

Bullying is:

- Deliberately hurtful behaviour
- Repeated over time
- Difficult for the person being bullied to defend themselves

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality Direct or indirect Verbal name-calling, sarcasm, spreading rumours, teasing
Cyber Bullying	All areas of internet ,such as email and internet chat Twitter, Facebook misuse. Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles,

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or

childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. During PSHE lessons children will be given strategies to deal with other friendship issues.

Responsibilities

All school staff will foster in our pupils self-esteem, self-respect and respect for others as well as demonstrate by example the high standards of personal and social behaviour we expect of our pupils. Teachers will discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens. During friendship fortnight, each year, all classes will focus on how to be a good friend as well as being taught to recognise bullying and strategies for dealing with it.

Staff will remain vigilant about bullying behaviours and will not wait to be told before raising concerns or dealing directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff will be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

All school staff will listen to children who have been bullied, take what they say seriously and act to support and protect them. Any parents who express concerns about bullying will be taken seriously and incidences will be fully investigated. Parents should then be updated promptly on the actions taken. All reported cases of bullying will be reported to Mrs Grantham and/or Mrs Furniss. If school staff observe any form of bullying it must be dealt with promptly and effectively.

We expect our pupils to refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity and report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances. Anyone who becomes the target of bullies should tell an adult as soon as possible. If a child feels that they are being bullied they should tell an adult straight away, see appendix two for more information. If a child sees another pupil being bullied they need to report it immediately, see appendix three. Pupils can also speak to the playground buddies who will then inform an adult.

We ask our parents/carers to support their children and the school by watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying, a list of these can be found in appendix one. We ask parents/carers to advise their children not to retaliate violently to any forms of bullying, instead encourage them to tell an adult. We are aware that bullying can have very negative impacts, therefore if a parent/carer suspects bullying, please inform a teacher as soon as possible.

Prevention

At Windmill Hill we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE and Citizenship lessons, SMSC Curriculum, the school Vision and Assemblies. Daily practises such as the "what's on your mind box", the friendship stop and feelings display all encourage children to share any worries and solve

problems. It also makes adults aware of any issues, particularly if a child may be shy. Good and kind/polite behaviour is regularly acknowledged and rewarded. Any incidences of bullying will be dealt with promptly and in line with our behaviour policy.

Useful Information

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	www.kidscape.org.uk
	08451 205 204 (helpline for adults only)	www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.org.uk
UK Government Website	not available	www.direct.gov.uk

Appendix One

Signs and Symptoms of Bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Appendix Two

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

The children were all asked this question and we have included some of their strategies in the list below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

Appendix three

What can you do if you see someone else being bullied? (*The role of the bystander*)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- Call a helpline for some advice.