



Faith is all around us.
 We have to have faith in ourselves in order to be the best that we can be.
 We are a small school, with big hearts and together we beat as one.
 Sowing seeds of knowledge and faith, with nurture and love
 We thrive, we grow.



WISTOW PAROCHIAL CE PRIMARY SCHOOL

Head Teacher: Carla Cox

ANTI-BULLYING POLICY

Document Status		
Date of Next Review	March 2027	Responsibility – Full Governing Body
Date of Policy Creation	March 2015	Responsible Governor Name
Date of Review and Ratification at FGB Meeting	March 2026	James Collins
Policy Publication/Communication <input checked="" type="checkbox"/> On the school website <input checked="" type="checkbox"/> Shared staff network drive <input checked="" type="checkbox"/> Updates to staff in staff meetings		<i>Signed off by the above named Governor during the full governing body meeting held on the date stated as ratified.</i>

Development of the Policy for the children

In creating this policy, the children, staff, parents and governors worked together as classes and a special work force group to create a document that would reflect the beliefs of the whole school community towards the emotive subject of Bullying. This is continually reviewed by staff and children through the school council before being taken to the FGB.

The following key points were agreed:

The key characteristics of bullying are:

- That it is repeated and goes on over time
- That it is deliberate and not accidental – (this is mainly one sided but may only occur once)
- That it involves the person doing the bullying in having some sort of power over the person experiencing the bullying.

There are three groups of children involved in any bullying:

- The child who is bullied
- The child or children doing the bullying
- The child or children who witness the bullying

The children at Wistow Parochial C of E Primary School have said that they want a school that:

- Does not have bullying

- Is a fun and safe place to be for everyone
- Allows everyone to be included, feel a sense of belonging and play in games
- Celebrates differences and diversity
- Listens to their concerns
- Is fair and honest
- Is a place where anyone and everyone can stop unkind behaviour happening
- Supports each other in doing the right thing and making changes for the better
- Helps us be the best kind of person that we can be, ready for when we are grown up

The Wistow Parochial C of E Primary School Community are therefore committed to:

- Working towards making bullying extinct
- Ensuring inclusion for all by all
- Listening to concerns
- Investigating concerns and communicating back promptly on findings
- Being fair and honest to all
- Promoting others to help if they witness unkind behaviour
- Promoting and celebrating difference and diversity
- Teaching the children about all different types of bullying to help them gain a greater understanding of the cause and effects
- Supporting all our pupils emotional and mental wellbeing
- Reviewing and monitoring the effectiveness of the policy on a regular basis, at the end of each academic year or sooner if deemed necessary
- Preparing our pupils with valuable life skills that help them to understand their choices, actions and consequences, so that they can be the best that they can be.

And finally, at Wistow Parochial Primary School we recognise that bullying in one form or another is likely to exist but through continued regular teaching, monitoring and communication we will endeavour to reduce and strive to eliminate repeated incidents of unkind acts of behaviour amongst all our children.

“At Wistow Parochial C of E Primary School we want everyone to feel safe to enjoy what we have to offer without fear.

That is why we have agreed to try to “*make bullying extinct!*”

Aims

The aim of the anti-bullying policy is therefore to ensure:

- i) That pupils learn in a supportive, caring and safe environment without fear of discrimination or being bullied.
- ii) That staff are able to work in a caring and safe environment without fear of discrimination or being bullied.

Bullying is anti-social behaviour and can affect everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in our school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- physical (hitting, pushing, kicking, theft).
- verbal (name calling, hurtful comments, racist remarks).
- Indirect / social (spreading rumours, excluding someone from social groups).

However, in recent years nationwide there is an increasing rise in cases of:

- Cyber bullying through social networks/ online games/ mobile phones*
- Racism
- Homophobic/gender related

*Staff receive regular training updates on Online Safety to ensure that they are up to date with the latest trends. Sharing information with parents on how they can keep their child safe online is important and we do this by information sharing, newsletters and with a link on our school website to CEOP, who publish a range of articles around important and relevant issues.

Signs and symptoms

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or absenteeism from school. Pupils and staff are to be encouraged to report bullying in school. Our school teaching and support staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Staff use CPOMS to record and monitor pupils in school. All staff are aware to record any concerns, incidents, unusual behaviour, conversations around bullying/negative behaviours and then this information is sent directly to the Head Teacher/Designated Safeguarding Lead (DSL) and the Deputy Designated Safeguarding Lead (DDSL) via SPOMS. They monitor any logs made and put in actions to support the pupil/s and who will complete them. Actions and outcomes are also monitored routinely to support all pupils and ensure that support/conversations/behaviours are followed up and support good outcomes and effective strategies across school.

Implementation

The Anti-Bullying policy will be made known to all members of the school community.

The following steps may be taken when dealing with incidents involving pupils:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the class teacher / Headteacher
- the class teacher / Headteacher will speak with all concerned and will record the incident on the Bullying Register (kept in the Headteacher's office)
- class teachers and support staff including midday staff will be kept informed of any outcome
- Teachers and support staff will be asked to take extra vigilance with all parties concerned during playtimes and lessons
- sanctions will be used as appropriate and in consultation with all parties concerned – see procedures in the behaviour policy.

- where there are three or more reported incidents of bullying or unkind behaviour then the parents of that child will be informed and asked to attend a meeting in school

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with the class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- considering avoidance/coping strategies
- restoring self-esteem and confidence
- Emotion coaching

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- considering avoidance strategies
- Emotion coaching
- Informing parents or guardians to help change the attitude of the pupil.

Both pupils who have experience bullying and those who have bullied, will be supported by emotion coaching by all staff, who have been trained in this area. Emotion coaching works on building individuals and supporting emotions and needs, in whatever area they need, through regulation, relating and reason. Staff are committed to this practice to support everyone in Wistow School and know that it has a positive impact upon supporting people in their emotional and personal development.

Initially, and following an incident of unkind behaviour these sanctions will be taken:

(Please note that these sanctions should be read in conjunction with the Behaviour Management Procedures for minor incidents in the Behaviour Policy)

Minor Incidents

- talking quietly with the pupil
- reflection
- restorative practice and emotional coaching
- verbal reprimand – three successive reprimands; talk to, move and then address pupil again, will result in a visit to the child going on the red spot and then to the head teacher at break and restorative practice will be carried out.
- following three successive incidents/red spots parents will be informed through a phone call or if more serious a meeting*

*(The school reserves the right to decide the time restrictions for the three successive incidents for individual cases of inappropriate behaviour)

More Serious Incidents or repeated minor incidents

- removal from situation
- emotion coaching
- withdrawal of school privileges

- letters to parents/carers
- meetings with parents/carers and after three successive incidents/red spots within a term the child will be put on a report to improve their behaviour for an agreed amount of time.

However, in more serious cases, or if incidents persist following consultation and further work with parents the following actions/sanctions will be taken:

Persistent Challenging Behaviour resulting in Major incidents

- behaviour panel meetings
- referral to external agencies
- fixed term or permanent exclusion
- placement at supporting school/provision

In all cases of reported alleged bullying details notes are made and kept on file in order to maintain a thorough record of the allegation and action taken.

Staff

Incidents involving staff will be dealt with according to the School's established disciplinary procedure.

Reconciliation

In many cases children are unaware of the extent of the hurt caused through their actions.

- both parties will take part in an independent conversation that enables emotional coaching and restorative care to take place through careful questioning/conversations – staff are trained in this form of questioning.
- pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- where it is felt to be appropriate, both parties may be brought together with a mediator and asked to express their feelings (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling) – this practice is known as Restorative Circles and staff will be trained to lead these.
- it will be made clear that a line has been drawn under the issue and that a fresh start begins now
- It is not sufficient, simply to avoid bullying, but opportunities for both parties to support each other will be explored with the mediator (Such supportive behaviour may not be appropriate with immediate effect.)
- the mediator will ask both parties to report back on relationships at regular periods if appropriate.

Preventative Measures

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time activities and assemblies as appropriate, in an attempt to eradicate such behaviour.

At Wistow Parochial Primary School we will always keep a **“say no to bullying”** ideal in our minds at all-time, but in addition to the PSHE work we will ensure that there are focused weeks when anti bullying is a keener focus.

At Wistow Parochial Primary School, we endeavour to encourage our pupils to take responsibility for all aspects of school life, this includes developing the resilience and courage to stand up for themselves and for others. We celebrate differences throughout the year alongside awareness and understanding, which in turn, supports our pupils’ understanding of themselves and others. Each year we join in with the annual Anti Bullying Week and this provides us with a focus to develop for the rest of the year and a further opportunity to raise the profile of bullying and the themes around it. Throughout the year we regularly discuss issues around bullying and discrimination through both the curriculum and after individual or ongoing incidents. Collective Worship themes throughout the year will also cover various aspects of how we can keep ourselves safe and happy both in the real world and also online.

Monitoring, Evaluation and Review

The school will recap on this policy each year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school at all times. The policy will be reviewed alongside the behaviour policy every year.