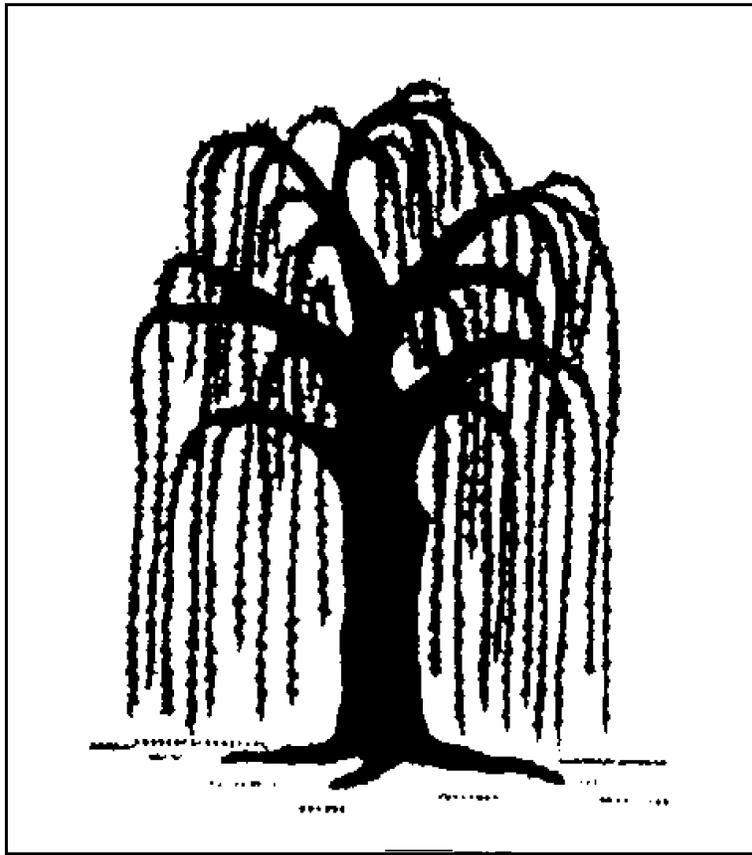


# Willow Farm Primary School



## Anti-Bullying Policy

Revised October 2019

## **ANTI-BULLYING POLICY**

At Willow Farm we recognise that bullying can be a distressing experience for people at school.

We aim to avoid incidents of this kind by our positive attitude, valuing each individual, enhancing their self-esteem and creating a caring environment where they are appropriately supervised and safe.

At the same time bullying is openly discussed as an issue in class and in assemblies.

We are clear in our rejection of bullying, we view it as unacceptable behaviour and the children know it will not be tolerated. The climate of consensus and articulated guidelines on what is and is not acceptable gives the children clear support in knowing where they stand.

However, even in the most caring and careful of institutions incidents of bullying are likely to arise. In this event we have clear guidelines on how to proceed. The following pages define what we mean by a bully and itemise advice for children and a framework for adults when dealing with incidents.

### **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.

In other words, **'lots of times, on purpose'**.

Bullying can be short term or continuous over long periods of time.

## **Bullying can be:**

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
Racial	Racial taunts, graffiti, gestures.
Physical	Pushing, kicking, hitting, punching or any use of violence.
Sexual	Unwanted physical contact or sexually abusive comments.
Homophobic	Because of, or focusing on the issue of sexuality.
Direct or indirect Verbal	Calling, sarcasm, spreading rumours, teasing.
Cyber bullying	All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

## **Bullies and Victims**

Bullying takes place where there is an imbalance of power of bully over victim.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

## **Recording of Bullying Incidents**

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

In the case of racist bullying, this must be reported to the Head Teacher.

Confirmed cases of bullying must be recorded.

The Head Teacher will inform Nottinghamshire Education Department.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

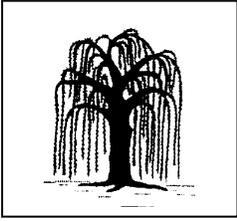
Incidents of bullying will be discussed with the Governing Body (Safeguarding Goves)

## **Evaluation**

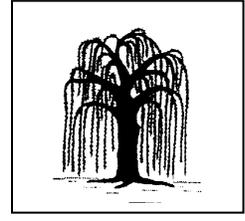
Evaluation and review ensures that the policy remains responsive to changing need while continuing to protect our children from bullying. The information collected from monitoring and from any feedback about the policy in practice provided by staff, families, pupils and Governors is used to review and update the school's anti-bullying approach. The policy will be re-affirmed each year following staff discussions and relevant comments from other interested parties.

## **Review**

The Head Teacher and staff will review this policy during Autumn term 2019. Any suggested amendments will be presented to the Governing Body.



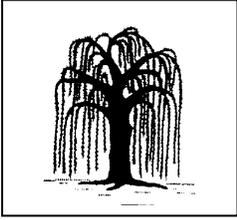
## **Anti-Bullying Guidance** **for Adults in School.**



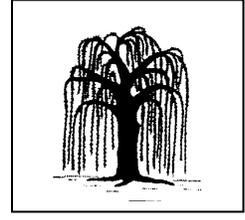
This guidance is for complaints of bullying. Other complaints about single acts of unkindness or conflict should be dealt with appropriately.

If a complaint of bullying is received:

1. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
2. Parents of the victim may also be questioned/informed about the incident or about their general concerns.
3. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in line with our behaviour policy.
4. In some cases, outside agencies may be requested to support the school or family in dealing with bullying e.g. police, counsellor etc.
5. In serious cases, suspension or even exclusion will be considered.
6. If possible, the pupils will be reconciled
7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.



## **Anti-Bullying Guidance** **for Parents.**



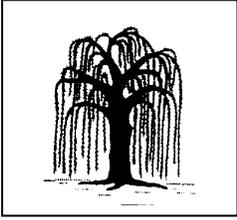
As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher
2. Bullying incidents will be recorded by staff on our CPOMS and the Head Teacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

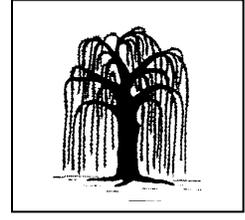
### **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.



## **Anti-Bullying Guidance** **for Children.**



Q. What is a bully?

A. A bully is someone who upsets you on purpose more than once.

Q. What should I do if someone is bullying me?

- Ask the bully to stop.
- Ask again (with passion).
- Move away from situation.
- Tell an adult.
- If it happens again with the same person tell an adult straight away.

Displayed in each classroom

