Walverden Primary School

Anti-Bullying Policy

Approved by:	Governors	**Date:**	March 2025
Next review due by:			

Walverden Primary School

Anti-bullying Policy

Mission Statement

The school seeks to create a happy, caring and secure learning environment in which all children achieve their potential.

Values and Principles

In line with the Directorate for Children and Young People's anti bullying values and principles, at Walverden we will: -
Promote a shared understanding of bullying behaviour and raise awareness among the whole school community.
Provide a secure framework for managing and preventing incidents of bullying behaviour.
Monitor, evaluate and report on the nature and extent of bullying activity in our school.
Develop training and materials which will better equip our school community with the skills and knowledge they need to deal with bullying behaviour.

Aims and Objectives of the Policy

To ensure that all members of the school community are aware of the school definition of bullying.
To ensure that all Governors, staff, parents and children are aware of the policy and what their respective roles and responsibilities are.

What is bullying?

Through PSHE lessons, our children will learn that bullying: -
Goes on for a while, or happens regularly
Is deliberate. The other person wants to hurt, humiliate or harm the target.
Involves someone (or several people) who are stronger in some way than the person being bullied.

Because these three things have to happen together for something to be called 'bullying', our children will learn that bullying is not: -
a one-off fight or argument
a friend sometimes being nasty
an argument with a friend.

Bullying can be:
Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical pushing, kicking, hitting, punching or any use of violence
Racist racial taunts, graffiti, gestures
Sexual unwanted physical contact or sexually abusive comments
Homophobic because of, or focusing on the issue of sexuality
Verbal name-calling, sarcasm, spreading rumours, teasing
Cyber 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

Why is it Important to Respond to Bullying?

Bullying hurts.

No one deserves to be a victim of bullying.
Everybody has the right to be treated with respect.
Pupils who are bullying need to learn different ways of behaving.

To Whom the Policy Applies

This policy applies to all adults, children and young people whilst they are on the school premises or engaged in school activities whilst under the care of school staff. In appropriate circumstances, it may also apply to members of the school community on the way to and from school.

The policy addresses the following forms of bullying: -

Child to child
Adult to child
Child to adult
Adult to adult

All adults have a responsibility to act under the duty of care.

Responding to bullying behaviour

A) Concerns raised by parents

Parents should be encouraged to raise their concerns initially with the class teacher. These concerns should be recorded on CPOMS by the Class Teacher. The Class Teacher and Phase Leader should then meet to discuss the issues. This discussion should cover: -

Whether the reported incident is bullying (see definition)
Any intervention needed by staff
A timescale for reporting back to parents
If the incident is confirmed as bullying, it will be referred to the Head Teacher.

B) Concerns raised by members of staff.

Any concerns should be recorded on CPOMS by the Class Teacher. The Class Teacher and Phase Leader should then meet to discuss the issues. This discussion should cover: -

Whether the reported incident is bullying (see definition)
Any intervention needed by staff
A timescale for reporting back to parents
If the incident is confirmed as bullying, it will be referred to the Head Teacher.

C) Concerns raised by children

Once incidents have been disclosed, these concerns should be recorded on CPOMS by the Class Teacher. The Class Teacher and Phase Leader should then meet to discuss the issues. This discussion should cover: -

Whether the reported incident is bullying (see definition)
Any intervention needed by staff
A timescale for reporting back to parents
If the incident is confirmed as bullying, it will be referred to the Head Teacher.

Support for children and young people, parents, staff during and immediately after incidents.

In all cases, parents will be contacted and asked to visit school to discuss the problems and possible solutions.
If necessary and appropriate, the police will be consulted.

The bullying behaviour or threats of bullying will be investigated and the bullying behaviour stopped quickly.
An attempt will be made to help the child exhibiting the bullying behaviour change their ways.
All staff will be made aware of the incident so that full supervision of the bullied child can be maintained.
After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure that the bullying behaviour is not repeated.

Intervention Strategies

Nurture will be made available to any children who would benefit from such intervention.
Issues regarding behaviour will be monitored by Miss Blundell and the Care Team on a monthly basis.

Preventative Measures

The school will use materials from the Anti-Bullying Alliance within an Anti-Bullying Week to help our children understand some of the issues surrounding bullying.
provide a safe and secure environment where children feel able to talk about their problems and concerns. offer mentoring, counselling and peer support where necessary and appropriate.
continue to offer professional development on this issue to the adults in the setting.

Implementation and Evaluation of the Policy

The ultimate responsibility for ensuring that the procedures in this policy are carried through lies with the Head Teacher. However, all staff are responsible for recording and reporting incidents of bullying using the procedures outlined above. The PSHE leader is responsible for keeping up to date with developments in this area and reviewing the policy on a two-yearly cycle.

Monitoring the Anti-Bullying Process.

An electronic record of bullying incidents and actions taken will be kept via the CPOMs network and monitored by the care team.

Date of Policy: January 2020 Date of Review: February 2024