

The Wyvern Federation



Anti-Bullying Policy

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Updated on:	Changes made / notes:
January 2011	Re-written and organised, removal of harassment policy as should be separate as part of staff HR policies.
April 2013	Inserted the inclusion of following the bullying protocol for all staff members.
February 2016	Updated to include reference to child on child abuse and sexting.

The Wyvern Federation (Aurora House, Vauxhall Primary School and Wyvil Primary School and Centre for Children with Speech and Language Impairment) is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are *TELLING* schools. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

1. What Is Bullying?

Bullying is a specific form of abuse which may be prevalent in schools and is defined as deliberately hurtful behaviour, usually repeated over a period of time where it is difficult for the victims to defend themselves; this may also be seen as child on child abuse (refer to Child Protection Policy). The extent of bullying can include emotional and/or physical harm to such a degree that it constitutes significant harm (refer to Child Protection Policy), due to the extent to which it affects the health or development of the child subject to the bullying behaviour. Bullying may also be perpetrated within digital or ICT based environments, sometimes known as Cyber-Bullying, and may include 'Sexting'; which must be treated as seriously as any other form of bullying and dealt with accordingly.

It must be noted that bullying may also constitute criminal behaviour and therefore certain instances of bullying may need to be reported to the police.

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 derogatory racial taunts and graffiti
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality (name calling "gay" or "lesbian")
- Verbal name-calling, spreading rumours, teasing and swearing.
- Cyber Areas of internet, such as email and internet chat room misuse
Mobile threats by text messaging, including sexting and unwanted calls.
Misuse of associated technology, i.e. camera and video facilities.

2. Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the Wyvern policy is on bullying, and follow it up, when bullying is reported.
- All pupils and parents should know what the Wyvern policy is on bullying, and what they should do if bullying arises.
- As a Federation we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

3. Preventative Measures

Below are suggested preventative measures that are recommended to schools:

- a) Through promotion of high self esteem, children are regularly appreciated and valued.

- b) The staff should create an atmosphere of concern and trust so that children feel they can share problems and worries with the staff.
- c) SMT should address the issue early in the school year in an assembly. The following should be included:
 - i. *Make it clear that bullying is not acceptable behaviour and will not be tolerated in school.*
 - ii. *Encourage the children to report incidents of bullying as soon as possible after they happen. Emphasise that this is responsible behaviour and not “telling tales” or “snitching”.*
 - iii. *Teach the children to feel responsible for each other’s safety. Help them to grasp the principle that there are no bystanders in bullying.*
- d) Teachers should discuss bullying in class. Teach the children how to react to being bullied.
- e) All staff should be aware of the effects of “teacher-bullying”. All pupils should be treated with a level of respect. No one should humiliate a child by making jokes at his/her expense.

4. **What do we do at school to prevent bullying?**

We have addressed the advice suggested above through:

- Ensuring each class has rules, that are regularly referred to.
- Displays that promote sensible decision making and positive behaviours.
- Assemblies to celebrate children’s achievements and value them as individuals.
- Merit and other achievements celebrated with Certificates and stickers given in assemblies.
- Talk time/private time for children to discuss concerns with an adult.
- Peer Mediation, which enables children to deal with minor issues themselves before escalating into bullying.
- Reflections in PSHCE
- “Good to be Green”- whole school behaviour policy, that acts as a deterrent for negative behaviours and celebrates good behaviour in Friday assemblies.
- Behaviour Reflections- including reflection/time out seats in classrooms.
- PSHCE lessons
- SEAL resources and units of work covered as well as the circle time this includes.
- Work and activities during Anti-Bullying Week - including outside agencies, particularly theatrical workshops with role-play opportunities.

5. **Signs of Bullying**

A child may indicate by signs or behaviour that he or she is being bullied. Staff should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)

- begins to truant
- 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 do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

6. DEALING WITH BULLYING INCIDENTS

Procedures

1. All incidents of alleged bullying incidents should be reported to SMT- refer to the bullying protocol either SMT version or general staff. Follow steps indicated with regard to record keeping and reporting to parents.
2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
3. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise.
- 2) In serious cases, internal or even external exclusion will be considered.
- 3) If possible, the pupils will be reconciled.
- 4) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

7. How to deal with the bully:

- a. Help the bully to understand that his/her behaviour is not acceptable.
- b. Make the bully aware of the distress caused to the victim.
- c. Explore reasons for the bullying and ways to help the bully control his/her aggression. Help to find something he/she can do well which can foster his/her

self-esteem. If the problem is deep-seated, outside help from a child psychologist may be required.

- d. Impose sanctions on the bully, record the punishment and show the bully it has been recorded. Punishments should not involve aggression or humiliation.
- e. The bully should make amends for the distress caused i.e. an apology (public, private or in writing), a gift or special favour to the victim. (Any such contact should be with the victim's permission)
- f. An identified bully should be supervised very closely.

8. How to support the victim:

- a) If a child reports an incident, never brush it aside. Take all reports seriously and record and date all incidents where possible.
- b) Help the victim to see that what happened is not his/her fault and he/she is not to blame (victims often feel that they are in some way responsible or that there is something wrong with them).

9. Guidance for Staff

- Staff must be aware of the policy on bullying
- All staff must challenge any bullying behaviour
- All staff must be diligent in reporting incidents-even apparent 'one offs'
- Incidents must be dealt with and seen to be dealt with
- When investigating an incident of apparent bullying, staff must be aware that this may not be the underlying cause of the incident
- Separately, pupils must each be given the opportunity to present their version of events
- Teachers need to be aware of whether the bullying is by an individual or a group of pupils
- Staff must not walk past any incident and leave it unchallenged.
- Cases of bullying are reported to the Governing Body. The Governing Body monitors the quantity and type of bullying that is reported. It must ensure that the schools in the federation are taking robust steps to deal and prevent cases of bullying.

Policy adopted by Governors on: _____

Policy last reviewed: February 2016

Policy due for review: February 2018

Parental Guidance

BULLYING – POSSIBLE SIGNS

Parents and families are often the first to detect that a problem exists. Don't dismiss it. Contact the school immediately if you are worried. Your child's behaviour may change which may indicate that he or she is being bullied. If you are concerned and become aware of any of the following, you may wish to contact the school.

Your child may:

- Be frightened of walking to or from school
- Be unwilling to go to school
- Beg you to drive them to school
- Change their route to school
- Present a poorer standard in their school work
- Come home early or regularly with clothes or books destroyed
- Become stressed, stop eating
- Have unexplained bruises, scratches, and cuts
- Have their possessions go 'missing'
- Ask for money or begin stealing money (to pay the bully)
- Continually lose their pocket money
- Refuse to say what's wrong

Talking with teachers about Bullying:

- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened – give dates, places, and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school; let them know if things improve or if problems continue.

No child deserves to be bullied. As well as dealing with the victims of bullying we also have a responsibility to help the bullies – we do bullies no favours by ignoring their behaviour. Our aim is to change the attitudes which allow bullying and to actively seek ways of stopping bullying.

How Parents Can Help

- If your child is experiencing bullying then reassure her/him that s/he has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur s/he should report them to a teacher immediately.
- If you are worried that your child is being bullied ask her/him directly.
- Take bullying seriously and find out the facts when told about an incident of bullying
- Don't agree to keep the bullying a secret.
- Give your child a chance to vent her/his feelings about being bullied
- Check that your child is not inviting the bullying by saying things which may upset others.
- Keep a written diary of all events.
- Talk with a teacher, the Assistant Head, Deputy Head or Head Teacher if it is school bullying.

If you are not satisfied

Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps:

- Make an appointment to discuss the matter with the phase coordinates and keep a record of the meetings.
- If this does not help, write to the Head teacher explaining your concerns and what you would like to see happening.
- Contact local or national parent support groups for advice.

IF YOUR CHILD IS A BULLY

First of all, discourage your child from using bullying behaviour at home or elsewhere. Show them how to resolve difficult situations without using violence or aggression.

Sometimes children bully others because:

- They do not know it is wrong.
- They are copying older brothers or sisters or other people in the family whom they admire.
- They have not learnt other, better ways of mixing with their school friends.

- Their friends encourage them to bully.
- They are going through a difficult time and are acting out their aggressive feelings.

To stop your child from bullying others:

Talk with your child; explain that what s/he is doing is unacceptable and makes other children unhappy.

APPENDIX 1

ANTI – BULLYING CONTRACT

Schools in the Wyvern Federation (Aurora House, Vauxhall Primary School, Wyvil Primary School and Centre for Children with Speech and Language Impairment) acknowledge that no school is free of bullying. We as a federation will strive to create an environment that is happy and supportive of all our pupils and staff.

In order to have the full commitment of every member of our community for our anti bullying policy we will ask everyone to sign this contract. This will help to ensure that bullying is kept to a minimum, if not eradicated altogether.

Pupils Promise To:

Support the aims of the federation by reporting all incidents of bullying whether directed towards you or someone else.

Parents / Carers Undertake To:

Support the aims of school by watching for signs of bullying and communicate these to the relevant school in the federation.

Staff Undertake To:

Investigate all reported or observed incidents and take the appropriate action.

Pupil's Signature_____

Parent/Carer's Signature_____

Phase Coordinator's Signature_____