



## Witchampton CE VA First School

### Anti-Bullying Policy

Inspiring life-long learning, enjoyment and achievement  
within a secure Christian environment

All staff have the responsibility to challenge any forms of harassment, discrimination, bullying or prejudicial bullying of pupils with special educational needs and disabilities in the school.

#### WHAT IS BULLYING?

Bullying is defined as follows:

- Bullying is when someone intentionally hurts another or makes someone else or others feel unhappy.
- Bullying is when someone incites others to hurt another or make someone else or others feel unhappy.
- Bullying behaviour can be repeated and is difficult to defend against.

Bullying can be for any reason; it may be

- racist, sexist or homophobic;
- because of the way people look or behave;
- because of their religion or interests;
- their age or physical appearance;
- because of a learning or physical disability;
- where they live, their family, their social class
- how well they are doing at school for example; or
- out of selfish ambition.

Whatever the reason, bullying is never acceptable. Nobody should have to deal with it on their own. It needs to be challenged by all who experience and witness it, with the support of adults in the school. Age and maturity of a child will be considered when dealing with an allegation of bullying; but bullying can occur at any age even among very young children.

Bullying can cause a victim to feel upset, afraid, ashamed, embarrassed, and anxious about going to school. Bullying behaviour is frequently repeated and early intervention is essential. Parents and carers with any concerns or whose child reports an incident should inform the school immediately.

Bullying can be emotional and physical – these are some of the common forms it takes.

- **Physical:** hitting, kicking, spitting, slapping, pinching, poking, prodding, (often surreptitious) pulling, pushing, crowding
- **Verbal:** name calling, whispering, insults, racist, sexist (don't be a girl), homophobic remarks (e.g. you're gay), threats etc.
- **Indirect:** being teased, put down, humiliated, being ignored or left out, staring, face pulling, spreading gossip, graffiti, having items taken or played around with;
- **Offensive:** anonymous notes, covert threats, unkind or abusive emails, text messages or cyber-bullying, inciting others

<http://www.childline.org.uk/Explore/Bullying/Pages/CyberBullying.aspx> .

## GUIDING PRINCIPLES

All children and young people have the right to be protected from physical, emotional and mental harm; (United Nations Convention on the Rights of The Child)

Children also have a right to learn and achieve, to live and play in a secure and supportive environment, where they can thrive, achieve their full potential and enjoy themselves

Bullying is detrimental to the well-being of children which inhibits full participation in education and learning, cultural, social and leisure activities.

Bullying is never acceptable and will not be tolerated.

We want all children and young people to feel secure enough to report bullying whenever and wherever it happens, and to know they will get the help they need to feel safe again. We will work with and support both the bullied and bullies in order to end victimisation and to transform the behaviour of perpetrators. **Children must be encouraged not to ask peers, staff, parents or carers 'not to tell' for fear of getting people into trouble.**

We acknowledge that bullying can and does happen in ALL schools as well as in the wider community; and that bullying can and does occur among adults in the workplace.

We acknowledge that those engaging in bullying behaviour may have problems in their own lives and low self-esteem that are transferred into bullying behaviour. Our immediate duty is to put the victims first and stop any bullying behaviour. We are also committed to supporting the bullies in understanding and changing their behaviour and raising their self-esteem.

We recognize that preventing bullying is not just the responsibility of those working in the school, but of the whole of our school community.

## DEALING WITH ALLEGATIONS OF BULLYING

At Witchampton First School we take all concerns about bullying seriously, whether made by children or on their behalf by peers or adults. The school will investigate all claims and concerns and seek to establish whether it is dealing with isolated incidents or sustained bullying in order to deal with it in the most appropriate and effective manner.

- All children will know they can talk about and report bullying in a safe and supportive environment; and that they can trust that something will be done to stop it.
- All adults are expected to listen to the needs of children and take appropriate action.
- All adults, particularly on playground duty, will be expected to be vigilant for children who may exhibit signs of emotional distress or isolation as a result of bullying.
- Teachers will discuss allegations of bullying with both the victim and the bully.
- Teachers are expected to revisit anti-bullying themes and activities through learning in RAINBOW SEAL topics in PSHE, and through circle time and class rules.

Sanctions and recording of incidents will usually be in line with the school positive behaviour policy. Sustained and repeated bullying will be reported to the Headteacher. Sanctions may include letters home, meetings with parents and carers, withdrawal of privileges, or exclusion from school.

Through this policy we aim to build confidence among children and adults in the school to recognise the signs and indicators that someone is being bullied and to report all bullying.

This policy will be reviewed annually. *It should be read in conjunction with the Violence at Work, Dealing with Allegations, Physical Intervention and Positive Behaviour policies.*

This policy was reviewed on.....

Signed by: Chair of Governors.....