

**WHELDRAKE WITH THORGANBY CE
PRIMARY SCHOOL**

**ANTI-BULLYING
POLICY**



Date of Policy:

April 2024

Date of Review:

September 2024

Member(s) of staff responsible:

Alison Shaw

Signature of Chair of Governor

Date:

24th April 2024

Anti-Bullying Policy

Wheldrake with Thorganby C.E. Primary School nurtures all children and adults to become lifelong learners, building a thirst for knowledge, encouraging excellence and fostering creativity through a varied and exciting curriculum. Our school Christian values of faith, hope and love underpin everything we do and are an umbrella of other values. We celebrate local, global and cultural diversity in our ever changing society.

Love your neighbour as yourselves Matthew 22:39
Let us encourage one another. Hebrews 10:25

Anti-bullying

Bullying of any kind is unacceptable and will not be tolerated at our school. Everyone at our school has a right to work and learn without anxiety; the safety, welfare and well-being of all pupils and staff is a priority. Our school Christian values, including faith, hope and love underpin our work and the ethos of our school is one where prejudice and hatred is not accepted.

We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. Any behaviour that is homophobic, transphobic, racist, targeted at faith, sexist and disablist will be tackled.

What is Bullying?

The Anti-Bullying Alliance definition of bullying is,

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The nature of bullying can be:

- *Physical*- such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- *Attacking property*- such as damaging, stealing or hiding someone’s possessions
- *Verbal*- such as name –calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- *Psychological* – such as deliberately excluding or ignoring people
- *Cyber* – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- *Race* (racist bullying)
- *Religion or belief*
- *Culture or class*
- *Gender* (sexist bullying)
- *Homophobic, biphobic or transphobic* bullying
- *Gender identity* (transphobic bullying)
- *Special Educational Needs (SEN) or disability*

- *Appearance or health conditions*
- *Related to home or other personal situation*
- *Related to another vulnerable group of people*

Reporting Bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a member of staff – their class teacher or any other teacher, teaching assistants, member of the school admin team, lunchtime supervisor
- Tell a friend or playground leader who in turn can help them tell a teacher or member of staff
- Tell an adult at home

REPORTING – ROLES AND RESPONSIBILITIES

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretaker, volunteers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The senior leadership team are designated anti-bullying leads and have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying centrally on CPOMs
- SLT will be alerted.
- SLT or designated class teacher will ensure that all parties involved have a chance to explain their side of the story
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of school initiatives such as buddy systems and playground monitoring.
- The pupil who has been using bullying behaviours will be helped to understand the consequences of their actions and warned that there must be no further incidents.
- The bully may require support - a plan of action will be devised and implemented

- The SLT member informs the pupil of the type of sanction to be used in this instance and future sanctions if the bullying continues.
- If possible and appropriate, the SLT member will attempt reconciliation and will obtain a genuine apology from the bully. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent. Discretion is used here; victims will never feel pressured into a face-to-face meeting with the bully.
- Parents/carers are informed of bullying incidents and what action is being taken
- The headteacher informally monitors the pupils involved over the next half-term.
- Staff will inform parents or carers and where necessary, involve them in any plans of action
- Staff will assess whether any other authorities (such as police, social services) need to be involved, particularly when actions take place outside of school
- Designated school staff will monitor incident reporting forms and information recorded on CPOMs analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMs and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti bullying interventions.

Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard.

Wheldrake with Thorganby CE Primary School recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

Wheldrake with Thorganby CE Primary School will treat any use of AI to bully pupils in line with our Anti-bullying and Behaviour Regulation policies.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. We use Jigsaw for PSHE
- Collective worship helps raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Children's Mental Health Week
- The school Christian values are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Playground leaders offer support to all pupils, including those who may have been the target of bullying
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate

Training

The headteacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors and admin staff) receive regular training on all aspects of the anti-bullying policy.

Monitoring & Evaluation

The headteacher monitors the effectiveness of this policy on a regular basis. The headteacher is also responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The school's Leadership Team (SLT) monitors records on CPOMS and takes action as required. The governors are responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. The governing body reviews this policy every two years. The governors may, however, review the policy earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.