



Sledmere and Wetwang Federation

ANTI-BULLYING POLICY – September 2023

Adopted by Sledmere and Wetwang Federation Policy Review Group

Signed: Andrew McCormack

Position: Chair of Governors

To be reviewed by Governors September 2024

Vision
‘Learning and growing in the love of God’ (1 John 4:16)

School Values

Our school nurtures the very best in each individual, providing a high standard of teaching and learning. Our Christian values encourage care for all, mutual respect, responsibility and strong partnerships between school, home and church.

Designated Safeguarding Lead: Mr Richardson

Deputy Designated Safeguarding Lead: Mrs Gunn, Mrs Buckton (Wetwang) and Mrs Cousins (Sledmere)

E-Safety Co-ordinator: Mr Richardson

Child Protection Governor: Mr McCormack

Statement of Intent

We are 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 school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and 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.

Our school understands that it has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is. All governors, teaching and non-teaching staff should know the school policy on bullying, and follow it when bullying is reported.

All pupils and parents should know the school policy on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

Bullying will be acted upon by carrying out the same punishment for all children using our scheme for poor behaviour; white/yellow/blue forms.

All our children will not be refused the opportunity to be: Healthy, Safe, Enjoy and Achieve, Make a positive contribution, Achieve economic well-being.

To enable children to recognise bullying and to have the confidence to speak about it.

To establish school rules for dealing with bullying, racism and sexual harassment.

To ensure there is a system for dealing with repeated bullying.

To help bullies recognise that their behaviour is not nice and hurts others.

To recognise that rough and hurtful play may be confused with bullying by the victim.

Signs and Symptoms

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

- Is frightened of walking to or from school.
- Is unwilling to go to school.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to under achieve in school work.
- Has possessions which are damaged or “go missing.”
- Asks for money and starts stealing money (to pay bully.)
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Is frightened to say what is wrong.
- Gives improbable excuses if 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.

Procedures

- Report bullying incidents to staff.
- Parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Where bullying is repeated or there is a request for help from parents, names will be recorded and kept in the Behaviour Folder, reported at staff meetings and recorded in the minutes. All staff will be alerted to be vigilant and stop the incident occurring again, systems will be put in place to avoid the incident happening again.

Prevention

To prevent bullying from occurring our children are taught: - To be able to recognise a bully - To recognise 'risk' pupils - To know there is someone they can turn to - Have a clear message about expected behaviour - Support the victim and the child behind the bullying - Promote positive relationships - Clear in what to do if they are being bullied or witness bullying - School Council involved will be involved in writing and editing the Anti-Bullying Policy and give assemblies on anti-bullying.

Definition of a Bully

Bullying can take many forms: It is not only the shy and quiet child who may be bullied, and not just the aggressive child who may be the bully.

- The quiet and well behaved child who secretly verbally abuses less successful classmates.
- The dominant pupil who pinches or punches classmates when the teacher is elsewhere.
- The teasing pupil who grabs bags or clothes but never hits.
- The pupil who is a potential victim.
- Forms of bullying - verbal, physical, indirect (emotional)

Parent/ Carer's Role

Bullying is naturally a concern, and it is important that school and parents work together. Parents are asked to support the school by:

- Encouraging their children to care for others and look out for children who are being bullied.
- Encouraging their children to tell an adult.
- Realising that bullying can be confused with children 'falling out'.
- Discouraging 'hitting back'.
- Realising that any child may be a bully.
- Reporting incidents of concern to teachers.

Teacher's Role

In order for children to have the confidence to confront the problem of bullying it is important that teachers are proactive in recognising the needs of both the bully and the victim. Teachers should support children in bullying situations by:

- Allowing time to listen and discuss incidents, to establish a 'fair hearing'.
- Allow children involved in incidents to have a say in the problem.
- Giving opportunities for role play and discussion through PSHE, circle time, peer mentoring.
- Promote self-esteem.

As with all areas of school life we are committed to offering an equally accessible education to all families which respects the race, gender, religion and culture of each person of our school community. We will endeavour to cater for any special need or disability, in line with the Equal Opportunities Policy which operates in our school.

Incident Report Sheets

Incident Report No:	Date
Time	Location
Supervising Staff Present	
What happened (liaison person's report)	
Pupil's comment	
Parents comment	
Action agreed	File for Reference?
	Contact liaison?
	Arrange meeting?
	Date

Map of Problem area

You may want to outline feature(s) in the playground, or the seating area in the classroom etc.

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Home/School Meeting

Date	Time
Location	Present
Actions agreed at meeting	
Decision	
Review Date	Continue monitoring?