



# WELLESLEY PRIMARY SCHOOL

## Anti-Bullying Policy

Issue No: 11  
Date: October 2023

Approved by Governors: 16<sup>th</sup> November 2023

# Anti-Bullying

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## Change Record Sheet

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Issue No	Date	Summary of Change	Amended by:
7	October 2019	Policy Reviewed	Heather Small
8	November 2020	Policy Reviewed	Heather Small
9	November 2021	Policy Reviewed	Heather Small
10	October 2022	Policy Reviewed	Heather Small
11	November 2023	Policy Reviewed	Heather Small

## Summary

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This policy will be reviewed every year.

This policy has been reviewed to ensure that it meets the requirements of the equalities impact assessment.

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## Statement of Intent

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At Wellesley Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Wellesley Primary School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## Aims and Objectives

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The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe.
- All governors, teaching and non-teaching staff, pupils and parent(s)/guardian(s)/guardians will have an understanding of what bullying is.
- All teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported. Staff will be reminded of the school policy during a staff meeting at the beginning of each school year.
- All pupils and parent(s)/guardian(s)/carers will know what the school policy is on bullying and what they can do if bullying occurs. Pupils will be informed of the policy during anti-bullying week and related PSHE lessons. The policy will be added to the school website for parent(s)/guardian(s) to view.
- Pupils and parent(s)/guardian(s)/carers will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.

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- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

### What Is Bullying?

The school has adopted the following collaborative definition of what bullying is:

*Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people, which results in worry, fear, pain or distress to the victim. It is repeated over a period of time. (remember STOP – it happens Several Times On Purpose).*

### Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic/Transphobic - because of/or focussing on the issue of sexuality
- Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones. *NB This policy should be read in conjunction with our Use of Social Media and E-Safety Policies.*
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

### Bullying is not

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. Children will be supported to work through these situations with an adult.

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*A child can be exhibiting bullying behaviour but it is not considered bullying unless it happens several times on purpose.*

## Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Wellesley Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Discuss coping strategies with parent(s)/guardian(s)
- Talk to the children about how to handle or avoid bullying outside the school premises
- Talk to the local Community Police Officer about problems on the streets
- Talk to the transport companies about bullying on school buses and in school taxis
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises

## Signs and Symptoms

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

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- 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 underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings

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- stops eating
- bed wetting
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

## Signs and symptoms of a bully

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There are many warning signs that may indicate that someone is bullying others. These warning signs can also point to other issues or problems. Talking to the child can help identify the root of the problem.

- Aggressive behaviour towards other children
- Problems with negotiating and turn taking
- Problems establishing nurturing friendships
- Low self esteem
- Defensive behaviour

## Procedures for reporting and responding to bullying incidents

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All staff will respond calmly and consistently to all allegations and incidents of bullying at Wellesley Primary School. They will be taken seriously by all staff and dealt with impartially and promptly, taking into account the child's age and any SEN including any neurodiversity, recognising that every child is different and may need different approaches. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to a member of teaching staff who will report it to a member of the leadership team.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The issues surrounding the bullying will be identified and considered.
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
7. Staff will reinforce to the bully that their behaviour is unacceptable.
8. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
9. If possible, the pupils will be reconciled.

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10. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
11. In cases of serious bullying, the headteacher or deputy headteacher will be informed
12. In serious cases parent(s)/guardian(s) will be informed and will be invited to come into school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored and logged to ensure repeated bullying does not take place.
14. Teachers will report back to parent(s)/guardian(s) but may not be able to disclose all that has been done or put in place due to confidentiality.
15. Bullying incidents will be discussed regularly at staff meetings.
16. If necessary outside agencies may be informed for advice/support for example Social Services, Behaviour Support. Any Child Protection issues will be dealt with according to Social Services guidelines.

## Sanctions

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The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Spend playtimes and lunchtimes with an adult
- Go on a self-improvement report
- Be removed from class and work in isolation
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

## Strategies for the prevention and reduction of bullying

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Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Undertaking questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Each class agreeing on their own set of class rules

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- Awareness raising through regular anti-bullying assemblies
- Anti-bullying teaching as part of the PHSE scheme of work from Reception to Year 6
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Introduction of a confidential worry box where children can write and post their concerns and ideas
  - Use of worry monsters in Years 1-3 as an indicator that support is needed
  - Use of Jigsaw Journals to record any worries or concerns
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another



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Children's Version (written by Wellesley Wellbeing Wonders in November 2022)

## What is Bullying?

Bullying is doing something mean or unkind to someone else Several Times On Purpose (STOP).

This could be face to face, behind someone's back or online.

It might be:

Name-calling

Teasing

Hurting other people's feelings

Being unkind

Hitting,

Punching

Not sharing

Making fun of others because of their differences

## Bullying isn't...

Occasional falling out with others

Having an argument with a friend

## What to do if you are being bullied

Stay stop and if they don't TELL a trusted adult.

This could be:

Parent(s)/guardian(s)

Family

Teachers

Friends

Police

Club Leaders

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## How to help someone who is being bullied

Be kind

Let them join in

Help them to tell a trusted adult