



WYTON ON THE HILL PRIMARY SCHOOL

POLICY ON BULLYING

WHAT IS BULLYING?

Bullying takes many forms and can be short term or continue over a number of years. It can be physical, verbal or even just a look. It may involve extortion or exclusion. It can be overt or subtle. Whatever form it takes, bullying is a wilful, conscious desire to hurt, threaten or frighten someone else. **All bullying is aggression but not all aggression is bullying.** It does not include occasional fighting or falling out between friends or equals.

At Wyton School, we take the issue of bullying very seriously and will always deal with incidents as soon as we know it is happening.

MAIN AIMS

- To make clear to everyone within our school community that no form of bullying is acceptable.
- To encourage everyone, including pupils, to report all incidents of bullying.
- To offer comfort and support to victims.
- To confront bullies with the seriousness of the offence, but to offer support and counselling to help them to readjust their behaviour.
- To consider any punishment carefully. Reacting aggressively or unduly punitively gives the message that it is all right to bully if you have the power.
- To seek parental support and peer group support and co-operation at all times.

PREVENTING BULLYING

We feel that a clear policy for preventing bullying, understood and supported by all staff, children, parents and governors, will enhance our existing positive behaviour policy and forge links with the curriculum through personal and social education. Tackling bullying is one part of making the school a happy place for everyone.

Although, not exclusively the case, it is considered that the times during the school day when the children have freer activities (i.e. before school, playtimes, lunchtimes in particular, and immediately after school) are times when bullying is more likely to occur. All supervising adults during these times must be made fully aware of this policy and procedures to follow.

The curriculum offers an ideal vehicle for conveying to pupils the school's attitude to bullying. The Personal and Social Education programme can tackle the issue of bullying through circle time and other related activities. These activities also help to give children the confidence to "speak out" against bullying. Drama and role play activities are a very powerful way of exploring the issue while themes for assemblies/ collective worship can serve to reinforce the message.

The school environment will promote an anti bullying ethos. Posters reminding children about dealing with bullying will be displayed. "Please Listen" boxes will be located in the office area for children to use if they wish to talk to someone. By simply dropping a piece of paper with their name on will alert a staff response.

Booklets outlining the school's policy will be sent to all parents and will include a separate section for children.

Children's views will be taken seriously and they will be given frequent opportunities to respond to questionnaires concerning their well being and to discuss issues concerning bullying with the School Council.

PROCEDURES FOR INVESTIGATING INCIDENTS

STAGE ONE

- Remain calm; reacting emotionally may add to the bully's fun and give the bully control of the situation.
- Take the incident or report seriously.
- Take action as quickly as possible, establishing precise accuracy/ truth of incident.
- Reassure the victim(s); don't make them feel inadequate or foolish.
- Make it plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view.
- Inform colleagues if the incident arose out of a situation where everyone should be vigilant e.g. an unsupervised toilet area.
- Never keep the whole incident a secret because you have dealt with it.
- Do not assume that the bully is bad through and through; try to look objectively at the behaviour, with the bully.

Who should you inform?

- Parent helpers should inform the class teacher.
- Midday supervisors should inform the class teacher who may choose to immediately involve the deputy head or Headteacher.

- Complete an incident form and give to the Headteacher as soon as possible following the incident

STAGE TWO

- Any punishment of the bully must be considered carefully. Reacting aggressively or unduly punitively gives the message that it's all right to bully if you have the power.
- The purpose behind the punishment should be clearly explained and appropriate sanctions set.
- Following clarification and substantiation of the facts, the Headteacher will then inform the parents of both bully and victim calmly, clearly and precisely, reassuring both sets of parents that the matter will not linger on or be held against anyone. Both sets of parents will also be given the opportunity to discuss the incident further with the Headteacher.
- The victim needs to be reassured but not over-protected by refusing to allow him/her to help him/herself.

Signed by the Headteacher/Chair of Governors

Guidelines for teachers

Stage 1 Action against bullying

- ◆ Deal with any incident as soon as you know its happening.
- ◆ Make it very clear that bullying is not tolerated in this school.
- ◆ Talk to both bully & victim separately. Make notes of what they say.
- ◆ To the bully explain:
 how being bullied makes people feel,
 you will be observing him / her & contacting parents if it does not stop
- ◆ To the victim – comfort, reassure and praise for telling.

Stage 2 Action against bullying

If the bullying persists despite use of appropriate strategies the following actions must be undertaken.

4. One or more of the following sanctions may be applied in the case of known incidents.
- ◆ Missing playtimes
 - ◆ Missing PE / games
 - ◆ Coming straight into school in the morning.
 - ◆ Leaving 5 minutes later than victim.

“Offenders” should complete “face up to it” sheet each time as agreed in behaviour policy.

2. Action by adults involved:

- ◆ Log every incident on attached proforma
- ◆ Make summary notes of discussions with both bully & victim.

3. One to one meeting/s with victim:

- ◆ Read book “Let’s talk about bullying” or appropriate information.
- ◆ Discuss strategies for developing self assertiveness.
- ◆ Role play situations
- ◆ Give poster for home
- ◆ Agree strategies to access help / places to retreat

4. Increase meetings with bully’s parents.

- ◆ Explain what sanctions may be applied and other actions to be taken.
- ◆ Explain possible next steps – lunchtime exclusion / fixed term exclusion / permanent exclusion
- ◆ Give booklet “Preventing Bullying!”

Wyton on the Hill Primary school
Bullying data form

Name of child:

DOB:

What form does the bullying take?

Physical:

- Kicking or hitting
- Prodding or pushing
- Spitting
- Other
- Interference with personal property

Psychological:

- Threats or extortion
- Taunts
- Shunning
- Name calling / verbal abuse
- Innuendo
- Spreading rumours
- On-line abuse
- Abuse via texting
- Other

Is the bullying:

- Racist
- Sexual / sexist
- Homophobic
- SEN / disability based

Comments:





YOU CAN BEAT BULLYING!

SAYING NO

- ◆ When you say **NO** say it firmly
- ◆ Try to avoid being near the bully – if he comes near you, move away or alert a friend or adult.
- ◆ Don't give in to pressure.
- ◆ Don't make excuses – if you don't want to do something you have the right to say NO.
- ◆ Stand up tall and straight.
- ◆ Look the bully in the eye.

MAKING YOURSELF FEEL BETTER

- ◆ Make a list of all the things you are good at
- ◆ Talk about yourself in a positive way
- ◆ Develop your skills
- ◆ Think about going to a club or classes about something you are good at - this will increase your self confidence

REMEMBER.....

- ◆ Decide what you want to happen.
- ◆ Practise what you will say and do.
- ◆ Stick to it!

And.....

- ◆ It takes time – you will feel better eventually!

(Pupil support)

Wyton Primary School

Tough on Bullies

BULLYING IS CRUEL.

It makes life hard for others.

BULLYING can be pushing, hitting, kicking, teasing, name calling, spreading rumours, leaving people out, ganging up on someone, breaking someone's property, demanding money or food, being horrible to others on the way home from school

WHAT TO DO IF YOU ARE BULLIED

Don't bottle it up inside
Tell someone you trust straight away (ie a friend, parent, teacher) and ask for help

WHAT TO DO IF YOU SEE SOMEONE BEING BULLIED

Report any bullying straight away
Don't join in

WHAT WILL HAPPEN IF YOU BULLY SOMEONE

You will be in trouble. Wyton School takes bullying very seriously.
You will have to make an apology to the victim
You will be made to think about why you bullied someone
Your parents will be told

We need your help to make Wyton School a happy safe school.

Wyton Primary School Says "NO" to bullying



You can help make our
school a safe and
happy place for
everyone.

What is bullying?

A bully will deliberately decide to hurt or upset someone. They could call you names, threaten to get you or actually hurt you for no reason. They might wait for you in the playground or outside of school. They might ask you to give them things that belong to you.

Sometimes a bully will make you promise not to tell anyone.

What should you do?

You should tell them to stop at once. Then you should find someone to tell. It could be your teacher, your mum or another grown up.

Don't be scared to tell someone - we'll stop the bullying!

Remember.....

Wyton Primary School
Says "NO" to bullying



You can help make our school
a safe and happy place for everyone.

How to behave at Wyton Primary School



- Be kind and helpful to everyone.
- Look after people and property.
- Share things including the playground space.
- Treat others how you want to be treated.
- Never bully anyone!



Help stop bullying!

Wyton on the Hill Primary School

Bullying incident log

Date	Perpetrator's name	Victim's name/s	Report completed?	Follow up action

