



Anti-Bullying Policy

WILLOW GROVE PRIMARY SCHOOL

ANTI-BULLYING POLICY

ADOPTION AND AMENDMENTS TO ANTI-BULLYING

Written March 2024

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INTRODUCTION

Willow Grove Primary School is committed to providing the best educational experience for every pupil. Each member of the Willow Grove Primary School community has the right to feel safe and secure at school, and shares the responsibility for helping to prevent bullying.

Bullying affects everyone, not just the bullies and the victims. It also affects those who watch, and less aggressive pupils can be drawn in by peer pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. Only when all issues of bullying are addressed, will a child be best able to benefit from the opportunities available at Willow Grove Primary School.

Bullying does not have defined boundaries and can be experienced in many environments, e.g. home, school, social media, the workplace. Whilst the school will act in accordance with the principles and guidance laid down in this policy to address bullying within the school, it is not responsible for issues outside of school hours (especially on social media platforms) where the responsibility lies with parent/carers and the relevant authorities.

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

At Willow Grove Primary School we believe that all pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All schools, both large and small, contain a number of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. Willow Grove Primary School also has a clear policy on the teaching of PSHE, where it is made clear that bullying is a form of anti-social behaviour. Anti-bullying mindset will be taught as part of our character education / PSHCE curriculum. Parents will be required to sign a home school agreement which shows their understanding that bullying is not tolerated or ignored at Willow Grove Primary School. Parents and pupils also need to understand that not all behaviour incidents are bullying and that the school will deal with any incidents in line with the behaviour policy.

It is important, therefore, that Willow Grove Primary School has a clear written policy to promote this belief, where both pupils and parents/carers are fully aware that any bullying concerns will be dealt with firmly, fairly and promptly.

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It may include:

a) Physical:

A child can be physically punched, kicked, hit, spat at, etc.

b) Verbal:

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Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, disability, sexual orientation, personality, appearance etc.

- c) Exclusion:**
A child can be bullied simply by being excluded or deliberately isolated from discussions/activities, with those they believe to be their friends.
- d) Damage to Property or Theft:**
Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order to ensure that the pupil hands over property to them.
- e) Cyber-bullying** – by text/email/social media.

WHAT PUPILS SHOULD DO IF THEY ARE BEING BULLIED?

- a)** Parents and staff should encourage pupils to feel confident in telling an adult straight away if they think they are being bullied.
- b)** The school will promote the use of 'Fab 5' strategy where all children will be able to name 5 adults that they trust that they can talk to.
- c)** Parents should talk to their children if they seem unhappy / unsettled and speak to the school if they are concerned that their child is not telling them about being bullied so that the school can investigate further.

AS A PARENT/CARER:

- a)** Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b)** Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- c)** If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- d)** Tell your own child there is nothing wrong with them. It is not their fault that they are being bullied.
- e)** Make sure your child is fully aware of the Willow Grove Primary School policy concerning bullying and that they should not be afraid to ask for help.

AT WILLOW GROVE PRIMARY SCHOOL WE:

- a)** Organise the school community in order to minimise opportunities for bullying, e.g. provide increased supervision during break and lunch times;
- b)** Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, e.g. PSHE, assemblies;
- c)** Explicitly teach children throughout their education journey what bullying is, how to recognise it and what actions they need to take if it occurs. We do this through the curriculum, in class circle time, in assemblies and on an ad-hoc basis at any point where bullying becomes an issue;

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- d) Will deal quickly, firmly and fairly with any complaints, involving parents/carers where necessary;
- e) Will review the Willow Grove Primary School Anti-Bullying Policy and determine whether any further strategies can be identified to support pupils;
- f) Will continue to have a firm, but fair discipline structure. The rules are few, simple and easy to understand;
- g) Do not use teaching materials or equipment to reinforce a negative view of any group because of their ethnic origin, sexual orientation, gender etc;
- h) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is;
- i) Encourage pupils to treat everyone with respect - to be good citizens;
- j) Will treat bullying as a serious offence and take every possible action to eradicate it from Willow Grove Primary School;
- k) Regularly survey pupils to determine the extent of bullying;
- l) All behaviour incidents will be logged on My Concern and incidents will be regularly reviewed to look for signs of unreported bullying;
- m) Regularly provide pupils with information on bullying;

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:

If bullying is suspected we will talk to the suspected victim, the suspected bully/bullies and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help and support will be given individually, as is appropriate to both the victims and the bullies.

We will support the **victims** in the following ways:

- By offering them the opportunity to talk about the experience with their class teacher, learning co-ordinator or other school representative.
- By continuing to monitor after the bullying has stopped to ensure that repeated incidents do not occur. By offering continuing support where appropriate.
- Informing the victim and/or parents/carers of when action has been taken.
- By monitoring the effectiveness of the intervention over an agreed time period.

We will discipline, but also try to help the **bullies** in the following ways:

- By talking about what happened and allowing them to give their version of events to discover why they became involved.
- By checking on the emotional wellbeing of the bully and checking for signs that they are experiencing or have experienced bullying themselves.
- By continuing to monitor after the bullying has stopped to ensure that repeated incidents do not occur.
- Informing the bully's parents/carers as necessary.
- By continuing to work with the bullies in order to eliminate prejudiced attitudes as far as possible.

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- By monitoring the effectiveness of the intervention over an agreed time period.

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February 2025