Willand School

Anti Bullying Policy

Rationale

Bullying is an unacceptable fact of modern day society. From time to time a certain amount of bullying may occur in all schools but in Willand School all children, parents, staff and Governors co-operate to try to stop it from happening.

Purpose

Willand School seeks to create an environment where positive behaviour allows both staff and children to work . We recognise that each child is unique, we are privileged to share part of their lives and our role is vital in ensuring that they fulfil their full potential.

This policy outlines the procedures we follow relating to bullying at Willand School. It is an aspect of anti-social behaviour which the school, in partnership with home, discourages. This policy has been developed in partnership with staff and parents.

There are a number of reasons for challenging bullying in school:

- the safety and happiness of children - unhappy, bullied children lose self confidence and self esteem which can impact on both their childhood and adult life. To allow or condone bullying may lead to consideration under child protection procedures.

- achievement - unhappy, bullied children have difficulty concentrating and learning

- effectively support the caring ethos of the school - every school has some degree of bullying even if only slight. Parents will be reassured by a school which responds positively and effectively to bullying.

- providing a model for helpful behaviour - children observing bullying behaviour going unchallenged may learn that this is a quick and effective way of getting what they want. Bullied children may interpret inaction as condoning unacceptable behaviour and feel badly let down.

What is bullying?

- it is deliberately hurtful behaviour

- it is repeated over a period of time

- it is difficult for those being bullied to defend themselves

Types of bullying:

- physical - hitting, kicking, taking belongings
- verbal - name calling, insulting, racist remarks
- emotional - spreading nasty stories, excluding someone from social groups, playing unkind jokes to embrass and humiliate
- cyber-bullying – using technology to cause upset to others through messaging or use of images

- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

- Indirect - Can include the exploitation of individuals.

Guidelines

The school takes measures to try to prevent bullying from occurring. These include:

- the school ethos - one of school rules is to 'be respectful'
- communicating with parents
- courtesy
- separate playgrounds for KS1 and KS2 which allows children in Foundation and Key Stage 1 a place away from older children's games
- the use of circle time
- the school policies -
    Discipline
    Health Education
    Equality
    Behaviour
    Child Protection
- the KiVa Bullying Prevention Programme is to help prevent all forms of bullying. The programme was developed in Finland and has been used in the UK since 2012. The programme has been shown in large scale studies to be highly effective in reducing bullying in schools. The KiVa 'curriculum' is taught to all classes in Key Stage 2 (years 3-6). Each lesson lasts for approximately 45 minutes and is delivered once a month. During lessons the children typically learn about respecting others, including everyone, how to function in a group and how to help someone who is being bullied. The lessons are complimented by the KiVa computer game where students go into a virtual school and practise anti-bullying actions. The goal of the curriculum work is to educate students about their role in stopping bullying. Instead of being 'silent approvers' or 'assistants to the bully', children start to support the victimised child, developing a shared sense of responsibility within the class. At the end of each lesson, each class develop and agree on an antibullying class rule. In Key Stage 1, we follow the KiVa strategies and messages.
- lessons related to friendships and anti-bullying. age appropriate PSHE and statutory Relationships and Health Education, which is delivered through our whole-school programme 'Jigsaw'. The programme has a specific unit on Celebrating Difference, which includes anti-bullying (cyber and homophobic buylling included) and diversity work. It focuses on similarities and differences and teaches about diversity, such as disability, racism, gender, family composition, friendships, and conflict. Children learn to accept everyone's right to 'difference', and most year groups explore the concept of 'normal'.
- age appropriate teaching on the protected characteristics as set out in the Equality Act 2010 with the explanation that it is important that all children have an understanding of the world they are growing up in, having learned how to live alongside, and show respect for, a diverse range of people
- work linked to the annual National Anti-bullying Alliance's focus week
- the children are encouraged to report any incidents to a member of staff and each class signs their own 'Anti-Bullying Charter' each year
- regular discussion in class and key stages regarding bullying to identify any issues
- high expectations of pupil behaviour
- children writing their own version of our Anti-Bullying policy.
- Chatter boxes in all classes
- friendship benches on Key Stage 1 and Key Stage 2 playgrounds
- E-Safety lessons within the ICT curriculum
- E- Safety Policy

- Work linked to the annual National Safer Internet Day
- Acceptable Use Policy
- Effective monitoring and recording keeping of pupil behaviour through CPOMS

Reporting bullying

Willand School has a dedicated task force to tackle bullying, the 'KiVa Team'. The team consists of adults in school who have been specially trained to tackle bullying incidents. The team are Mr Cowan, Mrs Stokes, Mrs Godfrey and Mrs Evans. When a parent or student reports a case of bullying, the class teacher together with the KiVa Team will decide if it is bullying or a conflict or fight between children. All cases that fulfil the criteria for bullying are dealt with in a systematic way by the KiVa Team and all children involved will be spoken to individually. After this, all those children who were involved in the bullying (not the victim) meet together as a group where they agree on how they will change their behaviour. Support for the victim is also identified during their meeting with the KiVa Team. Follow up discussions with all pupils take place after an agreed amount of time to make sure that things are improving for the victim. All adults at the school have received basic awareness training about bullying and will report any concerns to the KiVa Team. Parents of all those involved in a bullying situation are notified by the KiVa Team. However, discussions are primarily held between adults at the school and the pupils.

Guidelines for parents if your child tells you about bullying.

In the first instance, parents are encouraged to:

- **Listen** -Try to listen to the whole story without interrupting. Be understanding, calm and validate what is being said. Praise your child for telling you. Ask what your child would like to happen, before you make suggestions.

- **Find out what is happening**- Note what, when and where the bullying occurred, who was involved, how often and if anybody else witnessed it. Don't offer to confront the child or children doing the bullying or their parents yourself. You can make things worse for your child.

- **Talk** -Have a conversation about what happened. Try not to make the conversation intense or you might deter your child from talking to you. Remind your child it's normal to feel hurt, it's never OK to be bullied, and it's NOT their fault.

- **Give sensible advice -** Encourage your child not to fight back, but coach them to use neutral or appropriate language in response. Help them explore other possible responses. Tell them that the behaviour was intentional and it won't just go away. Explain it's safer to avoid people, places or situations that could expose them to further bullying. If your child asks to stay home from school, explain that it won't help - and may make things worse. If possible, help to make opportunities for them to join other groups of young people - e.g. clubs at school or other groups outside of school time. **Most importantly encourage your child to report it to an adult at school**.

- Contact the school to speak to your child's teacher.

Cyber-bullying

At Willand School, we recognise that staff, parents and young people need to work together to prevent cyber-bullying and to tackle it whenever it occurs. Children should be made aware of cyber bullying and what to do in the event that it occurs. Seven categories of cyber-bullying have been identified:

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.

- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.

- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.

- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.

- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.

- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.

- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.

At Willand School we strive to ensure that:

- the curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely including personal rights

- all e-communications used on the school site or as part of school activities off-site are monitored

- clear policies are set about the use of mobile phones at school and at other times when young people are under the school's authority

- Internet blocking technologies are continually updated and harmful sites blocked

- we work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice

- security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school

- when necessary, we will work in partnership with other agencies on managing cyberbullying.

Children are encouraged to:

- not reply to a message or retaliate

- keep evidence (images / emails / text messages)

- report it to their parents, online agencies and/or their teacher in school.

If a child reports that they are being cyber-bullied, speak to your team leader or the Online Safety Coordinator.

POLICY HISTORY

Policy Date	Summary of change	Contact	Version/ Implementation Date	Review Date
26/1/14	Complete rewrite of document	JBl	6/2/14	Feb 17
31/01/17	Minor amendments	TH	2/2/17	Feb 20
06/03/17	Minor amendments	TH	16/3/17	Mar 18
02/02/18	Minor amendments	LS	02/02/17	Feb 19
04/02/19	No changes	LS	07/02/19	Feb 20
12/02/20	No changes	AH	13/02/20	Feb 21
08/02/21	Minor amendments and some changes for Jigsaw	TH	11/02/21	Feb 22
03/09/21	Introduction of KiVa for preventation and to tackle bullying incidents	AL	03/09/21	Sept 22