

White Laith Primary School

ANTI-BULLYING POLICY

(This policy should be read in conjunction with our 'Child Friendly Anti-Bullying Policy Leaflet')

Agreed by Governors: October 2022

Review Date: October 2025

Safeguarding

At White Laith 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. Ensuring good behaviour is particularly important for this. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by or invited to deliver services at White Laith. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying.

We also exercise this responsibility by educating our children so that they grow in their understanding of their rights and responsibilities to themselves and others, in safety consciousness, and, in their maturity and abilities to keep themselves and others safe.

We perceive this to be part of our role in promoting British values

Specific reference to bullying is also made in the Behaviour and Discipline Policy.

Definition

A bully is someone who hurts someone else by using behaviour which is meant to hurt, frighten or upset another person. This behaviour is repeated over and over again.

STOP – Several Times On Purpose

Bullying can be *physical* (kicking, hitting, taking belongings), *emotional* (leaving someone out) *verbal* (name calling, insulting, racist/homophobic/transphobic remarks) or *indirect* (nasty stories, excluding). It is deliberately hurtful. *Verbal* bullying is the most common.

“A pupil is being bullied or picked on, when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, locked inside a room, sent nasty notes, when no-one ever talks to them and things like that.”

“These things can happen frequently and it is difficult for the pupil being bullied to defend himself or herself. It is also bullying when a pupil is teased repeatedly in a nasty way.”

“However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.” *September 1994, Bullying: Don't suffer in silence DfEE*

Bullying may also be:

- Racist eg racial taunting, graffiti, unacceptable gestures
- Sexual eg unwanted sexual contact, sexually abusive comments
- Cyber eg threats by text message, e-mail misuse

- Peer-on-peer
- Gender
- SEND
- Homophobic
- Transphobic (*see definition below*)

Definition

A transgender person feels that their external appearance (sex) does not match up with the way they feel internally about their gender identity. A Female to Male (F2M) person will have the external appearance or body of a female and identify their gender as male; a Male to Female (M2F) person will have the external appearance or body of a male and identify their gender as female. The word transgender is sometimes used interchangeably with the term gender-variant but usually has a narrower meaning and different connotations than gender variant, including non-identification with the gender assigned at birth. Children and students that experience or show gender variance may or may not be transsexual, as some will not retain their gender variance following puberty because gender variance can be fluid.

Transphobia is a dislike or fear of someone who is or may be transgender. Trans people are often the subject of prejudice and the target of bullying because of their “difference”. This can be compounded by a lack of understanding and clear explanations, which in turn can generate confusion causing people to revert to learned negative gender stereotyping. Transphobic behaviour may be directed to the actual trans person, a friend or supporter, or anyone that may be perceived to be trans (whether they are trans or not).

Transphobic incidents would be recorded and dealt with in the same manner as other incidents that are motivated by prejudice or hate eg racist and homophobic incidents.

Within PSHE and Mindmate sessions children learn how to keep themselves and others safe, the difference between healthy and unhealthy relationships, the importance of recognising and talking about comfortable and uncomfortable feelings, rights and responsibilities and the importance of treating others equally. As part of this learning we explain to children what bullying is and what to do if they are being bullied. Children are encouraged to always tell a friend or an adult and also to report if they think someone else is being bullied or is displaying bullying behaviour.

At White Laith Primary School we take bullying seriously. We listen to children and investigate incidents. Children are taught that they should not suffer in silence.

Signs and Symptoms

There may be signs or behaviour that a child is being bullied. These may be evident at home or at school or in both locations. Any adult who notices such signs or symptoms should investigate further and take action if necessary. They may include:

At home –

- Fear of going to or from school
- Unwillingness to go to school
- Asking to move school
- Feigned illness or an increase in complaints about feeling unwell
- Arrives home feeling very hungry (because lunch or dinner money has been taken)
- Crying at bedtime or disturbed sleep (including nightmares)
- Arrives home with damaged clothes or property (eg torn books)
- Possessions ‘go missing’
- Asks for money or steals money

- Is afraid or reluctant to use the internet or mobile phone
- Is nervous or secretive when a text or e-mail is received

At school –

- Deterioration of work
- Looks for excuses to stay in school instead of going out with other children
- Plays truant
-

In both locations –

- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, disruptive or unreasonable
- Begins to stammer
- Unexplained cuts or bruises
- Bullies other children or siblings
- Changes his or her eating pattern
- Gives improbable excuses for his or her behaviour or to account for any of the above
- Is reluctant to talk about any of the above

What Can a Child Do?

If it is someone else –

- Tell an adult
- Support the victim by showing that you disapprove of bullying

If it is you –

- Tell a trusted adult
- Tell a friend
- Do not agree to keep the bullying a secret
- If possible (but this is not easy), try hard not to show that you are upset
- If you can see that a situation could be dangerous, keep away
- Try to ignore the bully
- Tell the bully to stop
- Say, very firmly, 'No', and walk away
- Avoid fighting back – this often makes things worse
- Telephone Childline (freephone 0800 1111)

What Can a Parent Do?

If your child is being bullied –

- Ask him or her about it directly
- Remain calm
- Take the bullying seriously and find out the facts
- Talk to someone at school – this may be the class teacher, deputy headteacher, headteacher, SENCO, or another member of staff who knows your child well
- Help your child to develop self-assurance and confidence
- Talk to your child about some of the strategies mentioned in this policy

If your child is a bully –

- Keep calm
- Do not bully or hit the child – this will make things worse
- Try to find out the cause of your child's bullying
- Discuss your concerns with the class teacher, SENCO, deputy headteacher or headteacher
- Try to monitor where your child goes and who he or she plays with
- Set clear guidelines for the behaviour you expect
- Help your child to develop self-esteem

- Ensure that your child apologises to the victim of his or her bullying
- Monitor whether things improve or deteriorate

What will the School Do?

- Conduct assemblies on Bullying and the issues surrounding it each year, including those linked to Anti-bullying week
- Ensure that the issue of Bullying is part of the PHSE curriculum.
- Incidents of bullying are recorded on CPoms
- Both the victim and the bully will be made aware of the action taken
- Parents will be informed
- Persistent bullies will be closely monitored and supervised
- If appropriate, the victim and the bully will receive counselling and/or support
- If appropriate, outside agencies will be involved, usually for persistent bullies
- Sometimes, victims of bullying may provoke other children. This does not excuse the bullying, but we help the victim to understand that their behaviour may be contributing to the problem. We try our best to ensure the victim has friends s/he can rely on.

If you are bullied:

DO:-

- Ask them to stop if you can
- Use eye contact and tell them to go away
- Ignore them
- Walk away
- TELL SOMEONE



DON'T:-

- Do what they say
- Get angry or look upset
- Hit them
- Think it's your fault
- Hide it
- Retaliate

What should I do if I see someone else being bullied?

- Tell the bully to stop if it is safe to do so
- TELL SOMEONE
- Go and ask if the person is ok
- Don't ignore the bully
- Don't lose your temper

Everyone at White Laith will work together to:

- Make our school a place where everyone can feel safe and happy
- Help everyone to get on with each other and we believe that everyone has the right to feel safe and be who they want to be

White Laith Primary School



Child Friendly Anti-Bullying Policy

What is Bullying?

A bully is someone who hurts someone else by using behaviour which is meant to hurt, frighten or upset another person. This behaviour is repeated over and over again.



www.shutterstock.com - 79841443

Types of Bullying

Emotional: Hurting people's feelings, leaving you out.

Physical: Punching, kicking, spitting, hitting, pushing.

Verbal: Being teased, name calling.

Cyber: Saying unkind things by text, email and online

Racist: Calling you names because of the colour of your skin.

When is it Bullying?

**Several
Times
On
Purpose**



**We promise to always
treat Bullying seriously.**

Who can I tell?

- ✓ Friends
- ✓ Parents/Carers
- ✓ Brothers and sisters
- ✓ Another family member like Aunties and Uncles
- ✓ **All** staff that work in school like teachers, lunchtime staff and office staff
- ✓ **Any** other adult

MOST IMPORTANTLY:-

If you are being bullied:

Start Telling Other People

This leaflet was created by the children and School Council of White Laith Primary School.

