Anti-Bullying Policy

At Pudsey Waterloo Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

The children at Pudsey Waterloo were consulted on the policy and their responses are in RED

AIMS AND OBJECTIVES

1. Bullying is wrong and damages individual children. We will, therefore, do all we can to prevent it by creating a positive, participative environment for children where bullying is regarded as unacceptable. We will not let bullying happen in this school as we want a kind, caring and happy school where all children can learn.
2. This policy aims to establish a consistent approach to all bullying incidents and ensure that all those connected to the school know that bullying of any description will not be tolerated. We want all pupils to know what they do and who they talk to if they or someone they know is being bullied.
3. We aim, as a school, to create a safe and secure environment where all can learn without anxiety. By challenging bullying effectively, we demonstrate that the school cares and makes clear to bullies that their behaviour is unacceptable.
4. This policy details the consistent response to any bullying incidents that might occur.
5. We aim to make all those connected with the school aware of our opposition to bullying.
    - All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
    - All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
    - All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
    - Pupils and parents should be assured that they will be supported when bullying is reported.

DEFINITION

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying behaviour usually has the following four features:

- It is repetitive and persistent;

- It is intentionally harmful;
- It involves an imbalance of power, leaving someone feeling helpless to prevent or stop it;
- It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end;
- Choosing being mean or unkind to someone all the time and on purpose.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting, humiliation, mocking, intimidation;
- Verbal name-calling, sarcasm, spreading rumours, teasing, using unkind words about someone's race, religion or appearance.
- Non-verbal - body language, gestures, facial expressions;
- Material damaging or taking belongings, extortion;
- Physical pushing, kicking, hitting, punching or use of any violence, 'accidentally' bumping into someone;
- Racist - racial taunts, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;
- Homophobic - because of, or focussing on, the issue of sexuality;
- Cyber- text messages, email, phone calls, chat room misuse, being unkind on social media, being unkind on online games; (Refer to Appendix 1 on 'Cyberbullying').

Where does bullying happen?

Bullying can happen anywhere but it is more likely to occur in areas where there is no or limited adult supervision. Electronic communication which includes mobile phones, online gaming; access to chat rooms and social media etc. mean that bullying can happen anywhere not just on the school premises.

Signs and Symptoms

Refer to Appendix 2 for a list of signs and symptoms

The children added these observations:

- Children may look worried, upset or sad;
- They may be quiet and be different with their friends of teachers;
- They might be really angry and shout or hurt others;
- Their school work might not be good.

Procedures to follow (What should I do?)

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- Always tell an adult or a friend;
- Walk away;
- See if any of your friends can support you;
- In cases of serious bullying, a clear account will be recorded and given to the Headteacher;
- The Headteacher will interview all concerned and will record the incident;
- Disciplinary measures will be used as appropriate;
- Class teachers will be kept informed;
- After dealing with an incident, teachers will follow-up on a regular basis to check that the bullying has not started again;
- In serious cases, parents will be informed and will be invited into school to discuss the problem;
- If necessary and appropriate, police will be consulted;
- All bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly;

- Every effort will be made to help the bully (bullies) change their behaviour.

Pupils who have been bullied will be supported by:

- Offering immediate opportunity to discuss the experience with a member of staff of their choice;
- Making sure adults in school know about it;
- Reassurance and explanation as to why the action of the bully was wrong;
- Offering continuous support;
- Making sure they have friends to play with;
- Restoring self-esteem and confidence;
- PSHE lessons or assemblies;

Pupils who have bullied will be helped by a restorative approach including:

- Discussing what happened;
- Talking about their behaviour in a restoration and talking about how they can make better choices next time;
- Discovering why the pupil became involved;
- Establishing the wrong doing;
- Helping the child to change their behaviour in future;
- Get good role models as friends;
- Teach them to be kind;
- Informing parents to help change the attitude of the pupil if necessary;
- Have an assembly to talk about bullying;
- Adults to keep an eye on them.

The following disciplinary steps can be taken

- Official warning to cease offending;
- Create a lunch or playtime behaviour chart;
- Removal from the group (in class);
- Withdrawal from break or lunchtime;
- Breaktime or lunchtime restoration;
- Lunchtime exclusion;
- Fixed term exclusion;
- Everyone needs a second chance and support

Key Strategies to reduce bullying

The everyday curriculum can be used by:

- Raising awareness about bullying, cyberbullying and the anti-bullying policy;
- Anti-bullying week;
- Increasing understanding for victims and helping to build an anti-bullying ethos;
- Teaching pupils how constructively to manage their relationships with others;
- Encouraging co-operative working: e.g. working together on shared tasks;
- Circle Time: creates a safe space to explore issues of bullying.

Emotional Wellbeing

- Support groups: for the bullied pupil made up of those involved in the bullying and bystanders;
- Support to develop positive friendship groups;
- Friendship corners in classrooms;

- Worry boxes in classrooms;
- Mediation by adults to promote co-existence;
- Mediation by peers where a neutral person helps resolution of disputes.

Communication

- Assemblies;
- School ethos and values;
- Class ethos and rules;
- PSHE lessons and circle time;
- Posters and displays telling children what to do;
- School Council meetings;
- Anti-Bullying Pledges;
- Anti-Bullying Policy including range of sanctions known to all;
- Use of 'I need you to know' forms;
- Whole school projects (e.g. Anti-Bullying Week, Health and Safety Week, etc);
- Clear monitoring of the use of technology to prevent cyberbullying.

Teachers support all children in their class by establishing a climate of trust and respect for all.

By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Involving Parents

- Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.
- Make sure parents know what bullying is and what coping strategies to use.

When a child is involved in an instance of bullying, either as a bully or a victim, this policy outlines the points at which parents should be informed of the steps the school is taking.

Schools are often alerted to instances of bullying when parents make contact to report that their child has been bullied. The first point of contact for parents is usually the class teacher. All staff in school should be aware of the need to report parental concerns to the Senior Leadership Team. When discussing the situation with parents, all teachers should:

- Recognise that the parent may be angry or upset.
- Keep an open mind – bullying can be difficult to detect.
- Remain calm and understanding.
- Make clear that the school takes the concerns seriously and will investigate fully.
- Explain the school policy, and make sure procedures are followed.

Parental support is often a key to success in anti-bullying initiatives. The majority of parents support anti-bullying measures and are keen to participate. However, a few parents do have unhelpful attitudes, encouraging bullied children to 'stand up for themselves' rather than seek help. While understandable, this conflicts with the aim of our anti-bullying policy which is to encourage children to tell staff about bullying rather than try to fight back. Parents should always be reminded of the school policy in relation to 'telling an adult'.

A list of suggested sources of information about bullying is available in school and a copy can be given to parents if required.

Link to Child on Child Abuse

Bullying is a recognised form of child on child abuse. In accordance with Keeping Children Safe in Education (KCSIE) 2025, child on child abuse describes abuse that occurs between children and can manifest in various ways, including all forms of bullying, cyberbullying, physical abuse, sexual violence and harassment, and initiation or hazing-type rituals. At Pudsey Waterloo Primary School, we recognise that children are capable of abusing their peers and that such behaviour must never be dismissed as "banter" or "part of growing up." Any allegations of child on child abuse, including instances of bullying, will be dealt with robustly. These incidents must be logged immediately on CPOMS, and the Head of School or Deputy Headteacher must be reported to so that appropriate safeguarding measures can be put in place.

Monitoring Bullying at Pudsey Waterloo

Bullying is taken seriously at Pudsey Waterloo and action is always taken against the bully. At the same time support, as outlined in this policy, support is always given to the child being bullied.

At Pudsey Waterloo, we recognise the importance of ensuring consistency of action throughout the school, and therefore all staff who are involved in dealing with incidents of bullying, either as a reporting adult, class teacher or Headteacher are required to keep a record of bullying incidents. The record should give a brief summary of the incident and action taken. It is the responsibility of individual teachers to alert the Senior Leadership Team and Headteacher of incidents in line with policy guidelines and to ensure that documentary evidence is recorded on CPOMs.

The Senior Leadership Team monitors the children involved and the frequency and types of bullying that occur.

MONITORING, EVALUATION AND REVIEW

The school will review this policy in consultation with staff and pupils and assess its implementation and effectiveness every 2 years.

APPENDIX 1

CYBERBULLYING

"Cyberbullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself."

School staff, parents and young people have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears.

The University of London describes seven kinds of cyberbullying:

- **Text message bullying** involves sending 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. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone (often stolen) 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 in conversations online.
- **Bullying via websites** includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. Social networking sites for young people, which can provide new opportunities for cyberbullying.

At Pudsey Waterloo Primary School we will ensure that:

- bullying via mobile phone or the Internet is included in our anti-bullying policy, that this policy is regularly updated, and that teachers have sufficient knowledge to deal with cyberbullying in school;
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely;
- Emailing will only take place as part of a structured lesson;
- All e-communications used on the school site or as part of school activities off-site are monitored;
- Children will not be allowed to have mobile phones out during school hours, they will be handed in to the office if older pupils require them;
- 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;
- We work with the police and other partners on managing cyberbullying;
- Children found to be cyberbullying are dealt with in line with the anti-bullying policy.

APPENDIX 2

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied

Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school.
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school.
- Begins to truant.
- 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 do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or 'go missing'.
- Asks for money or starts stealing money (to pay bully).
- Has dinner or other monies continually 'lost'.
- Has unexplained cuts or bruises.
- Comes home starving (money or lunch stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the Internet or mobile phone.
- Is nervous or jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

This Anti-Bullying Policy was adopted by Pudsey Waterloo Primary School on 30/09/2019

Chair of Governors – Mrs C Smith		
Signature:		
Frequency of review:	2 years	
To be reviewed and approved by:	PWPS Full Board	
Date of next review:	June 2027	

REVIEW RECORD

Date of review	Reason for review	Date of next review
14/06/2021	Agreed review schedule.	June 2023

Name:		Signature:	

on behalf of PWPS Full Board

Date of review	Reason for review	Date of next review
26/06/2023	Agreed review schedule.	June 2025

Name:			

on behalf of PWPS Full Board

Date of review	Reason for review	Date of next review
30/06/2025	Agreed review schedule.	June 2027

Name:		**Signature:**	

on behalf of PWPS Full Board