



# WREN'S NEST PRIMARY SCHOOL

School Key Policy for 2023-2024

## Anti-Bullying Policy

September 2023

Document to be read in conjunction with ***other key school policies (listed within document)***



## Wren's Nest Primary School

### Anti-Bullying Policy

September 2023



At Wren's Nest Primary School we want to ensure that all children can learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to achieve their full potential at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber (use of inappropriate electronic messaging/images)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or a drop in attendance. All children should be encouraged to report bullying in schools. They should also be held to understand the difference between two friends falling out (a quite common occurrence that is likely to happen to all children once in a while) and bullying which is systematic and occurs over a period of time.

All staff at Wren's Nest Primary School should be alert to the signs of bullying and following a conversation with the child, possible situations reported to the Learning Mentors for investigation as a first step.

### Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately. The member of staff should talk to the child to establish some facts and then refer to the Learning Mentor team for additional support.
- A Learning Mentor will talk with the child and other children involved and establish how and what is happening to the bullied child.
- A clear account of the incident will be recorded and discussed with the Headteacher or Deputy Headteacher depending on the seriousness of the situation.
- Parents of the bullied child will be contacted and a meeting held to share the concerns and the actions school will take to support the child and address the issues.
- Appropriate consequences will be issued to the children that are bullying the victim in consultation with all parties concerned.

Children who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a Learning Mentor or member of staff of their choice
- reassuring the child
- offering continuous support over a period of time through our Learning Mentor team
- restoring self-esteem and confidence (appropriate programme devised by Learning Mentors)

Children who have bullied will be helped by:

- discussing what happened
- discovering why the child became involved
- establishing the wrong doing and need to change
- informing parents or carer to help change the attitude of the child
- taking part in interventions designed to raise self-esteem and confidence, to reduce the likelihood of carrying out the act of bullying.

The following disciplinary steps can be taken:

- official warnings to cease offending
- loss of playtime or lunchtime
- escorted from the school premises at 3:20pm
- restorative justice type activities
- fixed-term suspension
- permanent suspension (in the case of persistent and severe bullying)

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, RSE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. As part of the PSHE programme (The Dot Com programme), there is a strong focus on teaching children how to stay safe. The topic of Anti-Bullying is addressed by teaching children:

- ✓ To judge what kind of physical contact is acceptable and unacceptable;
- ✓ To recognise when pressure from others (including people they know) threatens their personal safety and well-being and develop effective ways of resisting pressure, including knowing when and where to get help and;
- ✓ To use assertiveness techniques to resist unhelpful pressure.
- ✓ To feel empowered to ask for help when necessary.
- ✓ To give pupils the skills to know how to ask for help.

Anti-Bullying week is also used throughout school to promote the prevention of Bullying.

### **Monitoring, evaluation and review**

The policy will be promoted and implemented throughout the school by all staff. The school will review this policy annually and assess its implementation and effectiveness.

### **Links with Other policies and documents**

The Anti-Bullying Policy links closely with a range of other policies to provide a coherent package of provision for Children at Wrens Nest:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- PSHE Policy
- 'Keeping Children Safe in Education' September 2023
- E-Safety Policy
- RSE policy

**Date of Review: September 2023**

**Policy to be reviewed: September 2024**