



# Wildground Federation Anti Bullying Policy

## **UNCRC Article 19 - The right to be protected from being hurt and mistreated, in body or mind.**

This policy is written with regard to advice from the Department for Education (DfE):

- Behaviour in Schools 2022
- Searching, Screening and Confiscation at School 2022
- The Equality Act 2010
- Keeping Children Safe in Education 2022

It is also linked to Wildground Federation policy and guidance:

- Behaviour policy
- Safeguarding policy
- Child Protection Policy

### **Rationale**

Wildground Federation is committed to being an inclusive, caring and safe place for children and adults to learn. We do not tolerate bullying of any kind. We believe that all children have the right to learn in a safe environment. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. This policy aims to produce a consistent school response to any bullying incidents that may occur.

### **Aims of the policy**

To define the term 'bullying'

To set out how Wildground Federation deals with bullying

To identify the roles of stakeholders

To ensure incidences of bullying are dealt with in a consistent manner

To help parents, children, governors and staff understand the school's definition of bullying

As a federation we acknowledge bullying does happen and can happen to anyone. We encourage all children to TELL an adult and will outline in this policy how we will deal with an allegation of bullying.

## **What is Bullying?**

*Bullying is 'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'*

*'It can be fueled by prejudice and hatred. It could be homophobic, racist, sexist, disablist or targeted at faith.'*

*(Anti Bullying Alliance)*

### **This could be:**

**Verbal** – by repeatedly being teased in a nasty way; called gay (whether or not it's true); insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them.

**Indirect** – by having nasty stories told about them; rumour mongering

**Electronic / 'cyberbullying'** – via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones or other electronic devices.

**Physical** – by deliberately hurting physically another person repeatedly.

### **What do we do to prevent bullying?**

- Teach anti-bullying messages and lessons within our curriculum including how pupils should respond in an argument and what to do if you or a friend is being bullied.
- Have a 'telling' culture to encourage all children to tell if they think they are being bullied.
- Celebrate diversity and inclusion - children are taught that everyone is different and this should be celebrated.
- Provide children with a trusted adult who they can share their worries and concerns with.
- Early intervention with the Child and Family Support worker at the first sign of friendship issues
- Use a friendship circle and peer mentoring to talk about friendship issues before it becomes repeated and therefore bullying
- Have an anonymous box in the junior library for children to share their concerns

### **What it is not**

**Falling out with friends, having an argument with others** - Not liking someone – It is very natural that people do not like everyone around them and, although unpleasant, verbal and non-verbal messages of "I don't like you" are not acts of bullying.

**Being excluded** – We cannot be friends with everyone, so it is acceptable that when children play a game on the playground, they will include their friends and exclude others. Although exclusion is unpleasant, it is not an act of bullying **UNLESS it is repeated and targeted always at the same person.**

**Accidentally bumping into someone** – When people bump into others, the reaction depends mostly on the bumped person's mood. If they have had a bad day, they think it was an act of aggressive behaviour, but if they are in the good mood, they smile back and attract an apology.

**A single act of telling a joke about someone** – Making fun of other people is not fun for them. It is important to teach children (and grownups) that things they say as jokes should also be amusing for the others. **However a repeated joke focussing on degrading or deriding someone could be interpreted as bullying.**

**Expression of unpleasant thoughts or feelings regarding others** – Again, communication requires at least two players. Although it may be unpleasant to hear what someone thinks about you, it is NOT a form of bullying but a very natural thing. In every communication, there are disagreements and some form of judgment about each other's attitude and behaviour. If someone says to you, "I think this was not a nice gesture" or "You insulted me when you said this", this is NOT bullying but an expression of personal thoughts and feelings.

**Provoking** – Children that claim they have been 'bullied' after they themselves have provoked a child by pulling faces or teasing is not bullying. This will be dealt with by following our behaviour policy.

## How we deal with Bullying at Wildground Federation

### All staff take allegations of bullying very seriously

#### Tell

First of all a child (or adult) needs to TELL an adult and class staff are the first point of call. Staff are available on the classroom entrances and exits every day, or bullying can be reported by phoning the school and asking for the class teacher or Child and Family Support Worker (Mrs Kingdon).

#### Record

A record is taken of what has been happening and is recorded on the school recording system (CPOMS) of any incidents that occur. The incident/allegation will be investigated by talking to all parties involved.

#### Talk to the 'bully'

School staff will decide if it is 'bullying' by investigating the incident and inform Head of School/Executive Headteacher.

A child who 'bullies' other children is usually a child who has themselves been mistreated in a similar way. In order to limit bullying we have to understand the problems of the 'bully'. Time must be allowed to talk through the child's reasons for their behaviour, i.e. their own problems.

#### Support the 'victim'

We will put in support for the victim. This will include a designated adult who is there to support and listen to the victim on a regular basis. A support plan is put in place and discussed with parents. This may include support from our Child and Family Support Worker.

#### Inform the parents

We will inform the parents of the 'bully' including the nature of the incidents and resolutions that we are seeking to address the issue. These will be recorded on CPOMs.

#### Consequences

The class teacher in conjunction with the Head of School/SENCo/Executive Head Teacher will decide on the consequences of bullying in line with the federation behaviour policy.

#### Further intervention

If a child is repeatedly involved in bullying other children, we inform the Executive Headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Executive Headteacher may contact external support agencies. This may include escalation to police and Children's Services.

## **The role of parents**

Parents are encouraged to alert school staff of allegations of bullying; they will be listened to and the child enabled to disclose difficulties without a sense of recrimination from the instigator. We investigate incidents very thoroughly and try to involve pupils and parents in providing evidence and or information, to ensure that what is apparently happening is actually an accurate reflection of events. We follow our Child on Child Abuse policy where needed. Some acts of pupils on other pupils may need to refer to outside agencies.

## **The role of staff**

Staff take all allegations of bullying seriously. They will investigate incidences and inform the Head of School about allegations of bullying.

Staff actively promote the message about telling if bullying is occurring and promote what bullying is and is not by using the acronym STOP (Several Times On Purpose) and that children need to Start Telling Other People.

Staff teach about bullying and peer friendships through PSHE and circle time as well as messages reinforced through assemblies.

## **The role of the Executive Headteacher/Head of School**

The Executive Headteacher/Head of School will be informed when all allegations of bullying are made. They will ensure the most appropriate member of staff talks to the children involved and will discuss and ensure the consequences are implemented. They will monitor incidences of bullying and liaise with other agencies as necessary.

Reviewed: October 2023

Review Date: October 2025

## Information Leaflet for Parents on the school strategy for addressing bullying

### **BULLYING - How can we together make it stop?**

It is an unfortunate fact of life that bullying occurs in all aspects of our communities and schools are no different.

At Wildground Federation pupils are given many opportunities to discuss their feelings through class discussions, assemblies and activities. They are also taught that everyone has rights to a happy learning experience and need to demonstrate rights respecting behaviours to ensure they do not stop others having a happy learning experience.

Our practice aims to help pupils feel good about themselves so that no-one need be a bully or a victim.

#### **How we deal with it?**

- Our immediate response is an attempt to prevent the bullying continuing.
- We take bullying seriously, and always follow up reports of bullying.
- We take action quickly, to investigate incidents and gather information.
- We listen to the victim alone and ask them what they want to happen, and how they and we can achieve this together.
- We listen to the 'bully' and ask them how they will put it right.
- We talk to parents, and ask them to reinforce messages at home.
- We keep notes and records, sometimes involving regular checks with the child/ren concerned.
- We follow up the incident to see that it has been resolved.

#### **How can Parents and Carers help?**

- If you think your child is being bullied, please let us know.
- Bullying often happens on the way to and from school, accompanying your child stops it happening.
- If your child is bullying someone else, we will ask for your assistance in helping them to stop.

**PLEASE HELP TO CONTINUE ENSURING THAT WILDGROUND FEDERATION  
IS A BULLY FREE ZONE.**

