



Wick Church of England Primary School is committed to providing a caring, Christian environment in which all staff, regardless of their personal beliefs, will be happy to work and where Christian qualities and values are shared and upheld.

Anti-Bullying Policy

“Wherever the river flows, life will flourish” – Ezekiel 47:9

Wick CE Primary School is committed to safeguarding and promoting the welfare of children and young people.

Rationale

Wick CE Primary School aspires to ‘Inspire and Achieve Together’ in a way that gives practical reality to the School’s Christian Foundation. All forms of bullying are incompatible with the ethos, vision and Christian Foundation of the school.

At Wick CE Primary School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone’s responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’. Where this is the case, the school staff should report their concerns to their local authority children’s social care.

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

Bullying generally falls into one or a combination of the following categories:

- Physical Bullying – Unprovoked assault on a person or group which can range from a ‘prod’ to grievous bodily harm.
- Psychological – Reduction of a person’s self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability,

family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.

- Social- Ostracism/rejection by peer group.
- Verbal – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- Cyber bullying – Using mobile phones or the internet to deliberately upset someone.
- Homophobic – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.

Bullying may target specific groups based on gender, race, religion, disability or may be homophobic or transphobic. Where bullying targets specific groups, the issue will be logged and recorded and appropriate staff informed. The underlying issues will be addressed through whole school and class based activities as appropriate.

Aims

The aim of Wick's anti-bullying policy is to ensure that pupils 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 fully benefit from the opportunities available in our school.

This policy seeks:

- To ensure that everyone in the school community have an understanding of what bullying is and how the school will deal with incidences of bullying
- To develop a listening caring ethos at Wick CE Primary where any form of bullying is not tolerated and dealt with in the appropriate manner
- To encourage discussion and not make premature assumptions and to foster a problem solving approach
- The staff is made aware of the anti-bullying policy by the Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour.

Principles

1. All instances of children reporting that they are 'unhappy' will be taken seriously and investigated whether or not the evidence supports the designation 'bullying'.

2. The process of dealing with bullying will be evidence based starting, of course, with the evidence that a child feels that they have been bullied.

3. The first aim of the process is to address the unhappiness of the victim through listening, understanding and reassurance, and then to put in place measures to restore their faith that Wick will be a safe and enjoyable place for them to come to school.

4. The second aim is to make the perpetrator (be it an individual or a group) fully aware of what they have done, the evidence that supports this and the impact that it has had (intentional or not), and crucially, the need to stop or change their behaviour.

CPOMs

CPOMs is the acronym for the Child Protection Online Monitoring System, which has been employed by Wick as a way of ensuring that incidents are logged, shared with appropriate staff members and that actions have been allocated and followed up on. All staff have received CPOMs training so that incidents can be logged by everyone, creating a complete picture around each child. Bullying incidents will be recorded and both the child being bullied and the pupil accused of bullying will be logged within the record so that if a series of events occur the records are readily available to the SLT and swift action can be taken. E-Safety incidents will be logged in the same way with the addition 'tag' of e-safety.

What will the school do to support a victim of bullying?

- Listen, take seriously, ask for and record specific examples, and incidents with as much detail as possible.
- Explain clearly that this will be investigated and ask if there is anyone they feel could be talked to as witnesses.
- If the issue is a manifestly 'serious incident' that happened in school that day, parents of the victim will be contacted.
- The evidence should ideally be collected within 24 hours of the initial report, though this is not always possible if key staff or witnesses are absent. An outline of what the school is going to do should be communicated to the victim. Depending on the circumstances, this might be communicated to the victim plus their parents/carer.
- Whichever staff member is dealing with the bullying will gauge whether the victim feels reassured and 'safe for the future' by the actions taken. If not, the decisions made and the actions taken will need to be re-assessed. The staff member dealing with it should seek a second, independent opinion.
- It is crucial that whoever is dealing with the issue checks with the victim (often this works well if their friends are also asked) over the coming days and weeks, whether or not they are happy and that the issue has been sorted out for them.
- All records will be added to CPOMs as soon as possible after the incident is reported using the 'Bullying' tag. Class teacher, as well as the SLT, will be sent the record on CPOMs.

What the school will do to those accused of bullying?

- Explain clearly what the issue/allegation is, listen and record their response. Ask them who might be talked to as witnesses.
- If the issue is manifestly a 'serious incident' that happened in school that day, parents/carers of the perpetrator will usually be contacted.
- The school will clarify the facts surrounding the incident/s and take appropriate action, ideally within 24 hrs.
- Where an incident of bullying is viewed to have taken place, the school will seek to ensure the perpetrator understands absolutely clearly what they have done and its consequences so as to prevent re-occurrence.

- Punishment may, or may not, be part of the process but a face to face acknowledgement/apology by the perpetrator to the victim, in virtually all circumstance will be expected.
- The severity of the incident, in the light of the last bullet point, will determine the use, or not, and level of sanctions/punishments. These can range from withdrawal from favoured activities or other privileges, loss of playtimes, exclusion from school during lunchtimes, exclusion from school. The Head of School will ensure that appropriate action is taken and decide whether parents are contacted on a case by case basis.
- Throughout this process it is important that everyone remembers that the bully is still a child themselves and that as a Church School, the ultimate aim is reconciliation and forgiveness and that 'sanctions' are used to modify the perpetrator's behaviour not to 'satisfy' the victim.
- Senior staff will report incidents and trends to Governors to monitor bullying across the school.

Whole School Action

In order to minimise the chance of, identify and deal effectively with all incidents of bullying at Wick the following have been put in place:

- All staff watch for early signs of distress in pupils
- All staff follow the 'listen, believe, reassure' protocol
- Weekly meetings report any established or on-going cases of or concerns about bullying, so that all staff can be vigilant and are aware of the need to report immediately [and to whom] any incidents.
- The Childline telephone number is clearly displayed in school.
- Parents are encouraged to contact their child's class teacher in the first instance if they have any concerns over their child's welfare, and then to talk to the Head of School (even informally) if they feel that the issue and their concern, has not been addressed.
- Buddies are set up in particular year groups which provide a safety net.
- The school has an anti-bullying week every November to raise awareness of the effect of bullying and sessions within their PSHE lessons.
- Governors will monitor the types and trends of any bullying reported within school to ensure that there is not a culture of prejudice against minority and protected groups.

Cyber Bullying

At school we have a very strong filtering system on the computers our children use. No phones or other electronic equipment are allowed in school. If phones or other equipment are brought to school children will be expected to deposit these with their class teacher for the duration of the school day.

However, if your child has access to a smart phone, a tablet or a computer they can have access to the internet and social media sites outside of school.

What children do at home is the responsibility of parents, but there are sometimes knock on effects that do impact on what happens in school, not least because children can arrive in school unhappy or anxious. Staff will always help with these issues, so please do not hesitate to let them know if out of school incidents are occurring.

Cyberbullying can include, but is not limited to:

- Threats and intimidation
- Harassment or stalking
- Vilification / defamation eg posting upsetting or defamatory remarks about an individual online, or name calling using a mobile device
- Ostracising / peer rejection / exclusion
- Publicly posting, sending or forwarding personal or private information or images
- Manipulation (This is an often under-considered form of bullying, but unfortunately there have been many cases of manipulative cyberbullying. Examples include putting pressure on someone to reveal personal information or to arrange a physical meeting)

Conclusion

This policy seeks to develop a proactive attitude against bullying and outlines school procedures that should be followed. This policy should be read in conjunction with the Child Protection, Behaviour, E-Safety and PSHE Policies.

Review

This policy will be reviewed by the governing body every 2 years, or earlier if considered necessary.

Written by: Jo Belbin Date: January 2025

Approved by: Full Governing Body Committee Date: January 2025

Reviewed by: Full Governing Body Committee Date: January 2025

Next review: January 2027

Appendices

Supporting organisations and guidance

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

*DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>*

DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk