

Anti-Bullying Policy

At Wolfson Hillel Primary School we believe that pupils have the right to learn in a supportive, caring and safe environment without fear of being bullied. We promote good behaviour at Wolfson Hillel. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

What is Bullying?

Bullying occurs where someone is intentionally hurt by another person or group of people. It is planned and repeated overtime.

The four main types of bullying are:

1. Physical – e.g. hitting, kicking spitting and threatening behaviour
2. Verbal - This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
3. Social isolation - A child can be bullied by being excluded from discussions/activities.
4. Damage to Property or Theft - Pupils may have their property damaged or stolen.

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 truanting from school. Pupils are encouraged to report suspected bullying in school. The schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

What is Cyberbullying?

Cyberbullying differs from other forms of bullying in that: - it can take place 24/7 - electronically forwarded content is hard to control and can reach a large audience - bullying of this type does not rely on traditional power imbalances - there is a digital footprint so there is evidence that the bullying occurred - victims may not necessarily be children and young people, teachers and support staff may also be targeted. E-safety is taught annually to all year groups as part of our computing programme.

Role of the school

The following is the approach the school will adopt in situations where there is suspected bullying. The emphasis is always on a caring, listening approach as bullies can be victims too. If bullying is suspected we will:

- a) Talk to the suspected victim and any witnesses as quickly as possible. A clear record of the incident will be made and kept.
- b) If bullying is suspected, the matter will be referred to a member of the senior team who will use the restorative approach (see below) to determine what has happened, who has been affected and what needs to be done to move forward.
- c) If it has been clearly established that a child has bullied others, sanctions will be applied in accordance with the schools' behaviour policy.
- d) Continue monitoring the situation to ensure no repetition.

What is the Restorative Approach?

The restorative approach is based on the belief that when a conflict or problem arises, the people best placed to resolve the conflict or problem are the people directly involved.

Restorative sessions are adult facilitated with the aim of participants taking responsibility for their own actions. Children are encouraged to become aware that their actions affect others. Victims are supported through this approach to state how they feel and what they need to move forward.

The restorative approach uses key questions to help determine what has happened in a conflict or bullying situation. These are:

1. What happened?
2. What were you thinking (at the time)?
3. What were you feeling (at the time)?
4. Who has been affected by this?
5. What needs to be done to move forward?

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and other subject areas, as appropriate, in an attempt to eradicate such behaviour.

Reporting arrangements

All incidents of bullying that occur will be monitored. Each bullying incident witnessed or reported will be explored and an incident form completed, respecting the confidentiality of the victim. The incident will then be recorded and this information will be used to compile reports for the Governing Body.

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Advice for pupils

What can you do if you are being bullied?

- a) Remember that your silence is the bully's greatest weapon. Tell someone. Generally it is best to tell an adult you trust straight away. You will get immediate support. If for some reason you can't tell an adult tell a sensible pupil.
- b) Tell yourself that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be an individual.
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Walk away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse.

What do you do if you know someone is being bullied?

- a) Consider carefully what to do. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own. However, being physical to the bully is also unacceptable. See if you can take the victim away from the situation and encourage the victim to talk to an adult.
- b) Tell an adult immediately. Teachers will manage the bully and aim to protect you in the process.

Advice for parents

What can you do if you suspect your child is being bullied?

Parents have an important part to play in our anti-bullying policy. We ask parents to follow the guidelines below:

- a) If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow. Please do not approach that child or the parents. Do not involve other children. Inform the school immediately.
- b) It is important that you tell your child not to fight back. It can make matters worse!
- c) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- d) Always take an active role in your child's education. Enquire how their day has gone, who s/he have spent their time with, etc.
- e) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- f) If you know or suspect that your child is bullying others, discuss the issues with her/him and inform school immediately. The matter will be dealt with appropriately.