



Wombwell Park Street Primary School

Anti-Bullying Policy

Aims of the Policy

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

At Wombwell Park Street Primary School we believe that all children and staff can achieve their full potential, regardless of gender, race, ability, sexuality or economic circumstance and strive to ensure that they do. To enable this to happen we must ensure that all children and staff stay healthy and safe and therefore free from bullying incidents. We recognise that bullying can occur and strive to wipe out the possibility of such occurrences and support victims who have encountered such experiences.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere, where relationships are crucial. 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. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. There is a zero tolerance to bullying at Park Street.

This policy accords with the Anti-Bullying Strategy of the Barnsley Safeguarding Children Partnership and the document named *Commitment to Tackling Bullying and Harassment of Young People; Barnsley – A Partnership Approach 2022*. We strongly believe that:

‘Every child, young person and adult has the right to be treated with dignity and respect’ (BSCB 2017)

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through clear school policies
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

In the event of an allegation of bullying or harassment, this should be brought to the attention of the Designated Safeguarding Leads immediately:

Mrs C Lawson (Headteacher); Mrs L Longden (Deputy Headteacher)

OR

Miss C McGinnes (Assistant Headteacher); Mr A Fidment (Assistant Headteacher).

Such staff will work collaboratively to ensure the appropriate support is in place for all children.

Whole School and Individual Staff Responsibilities

- Never ignore suspected bullying
- Don't make premature assumptions
- Listen carefully to all accounts and investigate as fully as possible
- Adopt a problem-solving approach which moves pupils on from justifying themselves
- Record incidents of bullying on CPOMS

- Follow-up repeatedly, checking bullying has not resumed
- Use of a range of teaching and learning styles and strategies which challenge bullying
- Use interventions which are least intrusive and most effective
- Participate annually in Anti-Bullying week and showcase the themes the children have been focusing on
- Participate in 'Anti-Bullying' professional development.

Definition of Bullying

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated regularly over a period of time.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on, the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	all areas of the internet, such as email, social media, text messages, misuse of associated technology i.e. camera and video facilities
Prejudice	taking a prejudice stance against people from different backgrounds, for example
Discriminatory	showing unfair distinction between categories of people or things, especially on grounds of race, age, sex, disability, religion or belief; sexual orientation, gender reassignment, pregnancy or maternity in accordance with the Equality Act 2010
Hate incidents / crime	any actions that are targeted at a person because of hostility or prejudice towards that person's disability, race, ethnicity, religion or belief, sexual orientation and transgender identity – which can be committed against a person or property

However it manifests itself, bullying will not be tolerated at Wombwell Park Street Primary School.

Support for Parents

When parents raise a concern that their child is being bullied it is essential that this concern is taken seriously and not dismissed without further enquiries being made.

CPOMS (Child Protection Online Management System) will be used to report the bullying allegation or incident. This can then be used as a focus of the discussion with a parent so that there is a clear record of the concern and of immediate action to be taken by school staff.

Our Parent Support Advisor is always on hand and parents should use her as their first point of contact if the class teacher and Head / Deputy are not available. Wombwell Park Street Primary School run an open door policy and will always be available to speak to parents face to face or by phone, or arrange a meeting as soon as possible.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident may be part of a number of incidents which are serious for the individual child.

All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident and will involve the Leadership Team and also the Behaviour Lead.

The following steps will be taken when dealing with any incident:

- Listen to the child reporting the incident and make sure that they feel that their concerns are being taken seriously
- Record the incident on CPOMS and alert the necessary members of staff

- Check through to establish if there are any previous incidents involving the same children
- If you feel that this is one of a number of incidents, or particularly severe, refer immediately to a member of the SLT (notified by CPOMS alert)
- If the incident is 'minor' and does not merit a referral, please make sure you deal with the incident effectively and in line with the Behaviour Policy. Children must feel that their complaint has been dealt with properly. If you are unsure what to do, please seek advice from the SLT
- Once an alert to the SLT has been done, a thorough investigation of the incident involving all parties will be undertaken and recorded again on CPOMS
- The Headteacher should always be made aware of any incidents which have been dealt with by the SLT by alerting them through CPOMS
- After the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Headteacher or Deputy Headteacher, as appropriate
- Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.

If an allegation of bullying is made by a parent, full written details should be taken and an alert made to the Class Teacher/Deputy Head/Head who will then complete the investigation. Information is kept of the allegation through CPOMS and bullying logs.

The Class Teacher/Deputy Head/Head (who is actually dealing with the allegation) will make contact with parents of the alleged victims throughout the course of the year, to ensure all has been successfully resolved and encourage parents and children to always come forward if the situation appears unresolved.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff
- Reassurance
- Ensuring they are happy and feel the situation has been resolved
- Offering continuous support
- Offering support to restore self-esteem and confidence eg Books Beyond Words material
- Offering an 'Incredible Me!' plan to support their wellbeing moving forwards
- Offering Art Therapy from Mrs Lilian Fitchett (HLTA).

Pupils who have been bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Offering an 'Incredible Me!' plan to support their wellbeing moving forwards
- Offering Art Therapy from Mrs Lilian Fitchett (HLTA)

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, special themed weeks, as appropriate, in an attempt to eradicate such behaviour. Interventions by the PSA, Sports Coach, Behaviour Lead, Behaviour Mentors, practitioners and other key members of staff may be employed.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims not to suffer in silence. Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the community
- talking to the Heads of the schools whose pupils are involved in bullying off the premises
- application of the school's Behaviour Policy towards incidents between High View pupils.

Bullying can also take place via text message and social media. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously and log them on CPOMS.

Adult Bullying

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community they must report this to the Headteacher immediately. A Whistleblowing Policy is also available to use.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands. This can result in:

- parents approaching other parents in groups
- inappropriate verbal exchanges in front of pupils
- a breakdown in communication.

If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be. School will always try to support parents on such occasions.

Online Safety

Staff are trained in 'Online Safety' and Computing Leads keep up to speed with new training. The Information Security and Computer Usage, Online Safety and Social Media policies reflect the school's stance on online safety being of paramount importance. Online safety is focused on as part of 'anti-bullying' week in school and in online safety days.

Homophobic Bullying

Any incidents involving homophobic behaviour will be logged on CPOMS and parents will be notified. Work will be done in school with the children by the appropriate members of staff, and incidents recorded on Safeguarding Audits.

Racial Bullying

Any incidents involving racial behaviour will be logged on CPOMS and parents will be notified. Work will be done in school with the children by the appropriate members of staff, and incidents recorded on Safeguarding Audits.

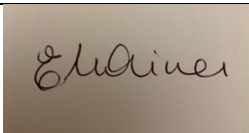
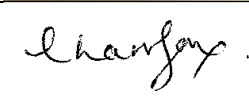
Child on Child Abuse

Children can abuse other children (often referred to as child on child abuse) and it can take many forms. It **can** happen both inside and outside of school and online. It is important that all staff recognise the indicators and signs of child on child abuse and know how to identify it and respond to reports. This **can** include (but is not limited to): bullying (including cyberbullying, prejudice-based and discriminatory bullying); abuse within intimate partner relationships; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexual violence and sexual harassment; consensual and non-consensual sharing of nude and semi-nude images and/or videos; causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party; upskirting and initiation/hazing type violence and rituals. Addressing inappropriate behaviour (even if it appears to be relatively innocuous) **can** be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

At Wombwell Park Street primary school we would take a zero tolerance approach to such behaviour and work with families, children and outside professionals to support all parties involved.

Monitoring, Evaluation and Review of this policy will take place annually as part of the Safeguarding programme and sits alongside the ECM Trust's Anti-Bullying Policy.

Appendix 1: *Commitment to Tackling Bullying and Harassment of Young People; Barnsley – A Partnership Approach 2022*

Chair of Governors	
Headteacher	
Date	04.09.23