



Wickford Primary School

Market Road, Wickford, Essex, SS12 0AG
wickfordprimary.uk



Anti-Bullying Policy

To be read in conjunction with our Behaviour Policy.

Our vision is for children to become independent, motivated learners and responsible citizens. To achieve this, our core values are at the heart of everything we do and our behaviour policy upholds and promotes these. We have a Growth Mindset approach where children are encouraged and rewarded for 'having a go' and learning from their mistakes.

Our core values are:

- Honesty
- Positivity
- Determination
- Respect
- Democracy
- Individuality
- Rule of Law

We take allegations of bullying seriously and do not tolerate it. We support pupils through such experiences and help pupils to understand how damaging bullying can be.

Aims

- To maintain a peaceful and safe environment that promotes learning.
- To ensure all pupils know what is meant by bullying.
- To prevent bullying happening in school.
- To deal with bullying effectively when it occurs.

Definition

Bullying is

- . . deliberately hurting or upsetting someone else
- . . repeated
- . . difficult for those being bullied to defend themselves

There are 4 types of bullying:

- physical = hitting, kicking, taking/damaging other's belongings
- verbal = name calling, racism, insults, teasing, threatening
- indirect = spreading stories, excluding someone from a group
- cyberbullying = text messaging, email, through apps

It is important to distinguish between everyday behaviour of children which can sometimes become unpleasant and bullying. This everyday behaviour becomes bullying when the safety

and happiness of pupils is affected, educational achievement is affected or when a child's behaviour outside of school is affected.

What makes a child bully?

As bullies are not born but made, it is important that our school ethos reflects positive support and development of children.

What makes a victim?

There are certain risk factors which make the experience of bullying more likely.

- Lacking close friends
- Being shy
- Having over-protective parents
- Being from a different race or religion
- Being different in some respect
- Having a special educational need (more or less able)
- Being provocative (i.e. poor social skills)

None of these characteristics excuses bullying and bullies often suffer from low self-esteem themselves.

Preventative steps

Our aim is to promote a whole school ethos which develops high self-esteem, confidence, respect and consideration. This is achieved through our PSHE curriculum, our healthy schools work, themes of assemblies and our Anti-Bullying ambassadors. Positive behaviour is promoted in numerous ways as outlined in the behaviour policy and Play Leaders support play at lunchtimes.

Our main message is that we are a 'telling school' and bullying will not be tolerated.

Use your **WITS**:

- W**alk away
- I**gnore them
- T**ell someone
- S**ee an adult

Children are made aware of cyberbullying through the curriculum and are made aware of how to deal with this using the steps above.

Actions to take when bullying occurs

- Reminder of whole school expectations in line with core values
- Organised mediation between bully and victim with headteacher / deputy head
- Individual contract and targets set
- All relevant staff made aware of situation and closely monitored
- Both sets of parents involved at an early stage
- Incidents recorded in behaviour book and kept on pupils' files in-line with behaviour policy
- Strategies implemented for bully and victim to overcome situation
- Close monitoring by all adults in school and at home
- Develop self-confidence and self-esteem of bully and victim through personalised intervention

Poster for display in classrooms.

BULLYING

Bullying is when someone **keeps** deliberately hurting another person.

Bullying is . . .

Physical	hitting, kicking, taking/damaging belongings
Verbal	name calling, insults, teasing or threatening
Indirect	spreading stories or excluding someone
Cyber	sending unkind messages or stories by text or social networks



Bullying is not . . .

Having an argument with a friend or someone else in school, that can be sorted out through mediation.

What you should do if you are being bullied

Use your **WITS**:

- W**alk away
- I**gnore them
- T**ell someone
- S**ee an adult

Remember – the school has a ‘WITS’ box in the entrance where you can let us know any worries you may have. Please remember to let us know your name and class so we can find you to ask you how we can help!

What you should do if you see bullying

TELL someone . . . an Rainbow or Inclusion Ambassador, Play Leader, a friend, a parent/carer, Mrs Ramet, a teacher, a midday assistant, or any other adult in school.