

## Anti-Bullying Policy

### COVID Addendum

Listening Lunches, The Sunshine Room and the Indoor Games Club aren't in operation during the pandemic as children from different Bubbles cannot mix. Additional well-being measures have been put into place in classes and children are only on the playground in year groups with their own Bubble staff so have greater opportunity to talk should they need to.

All Bubbles have their own intervention/withdrawal room to be used as needed and teaching assistants have been assigned to Bubbles to offer academic and pastoral support.

This policy was written by 12 Y6 Anti-Bullying Ambassadors following training through the Diana Award and with support from Mrs Maciver (Designated Safeguarding and Pastoral Lead).

Our designated Governor is Miss Young who monitors safeguarding procedures across the school.

At Waterloo Primary we know that bullying behaviour can happen. We take it seriously and say 'NO' to all forms of bullying. We help those who are targeted and do all that we can to keep everyone safe. People who bully are dealt with firmly & fairly and taught how to change their behaviour and to consider the impact of what they are doing.

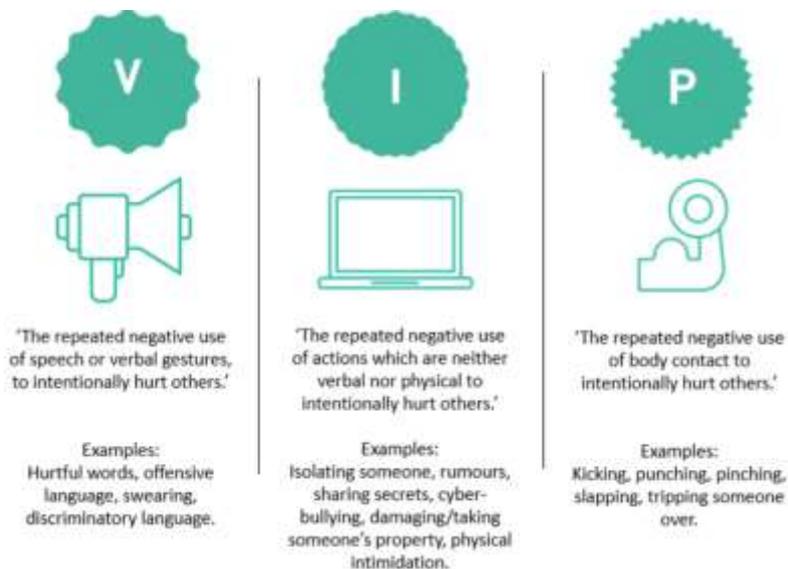
### Definition of bullying

Our definition is that of the Diana Award who train our Ambassadors:

***'Bullying is repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.'***

Bullying can be verbal (V), indirect (I) or physical (P) and can happen both online and offline.

Children are taught to remember V.I.P.



Though a child not intending to cause upset isn't classed as a bully, this doesn't diminish the negative impact that their actions can have upon another. It is essential that they are made aware of the impact of their actions and educated to ensure that actions aren't repeated. They are encouraged to take positive action to repair the harm/upset caused. Restorative Practice is used in these situations.

### **Aims**

- Stamp out bullying
- Ensure that all understand what 'bullying' means at Waterloo Primary and knows what to do if bullied
- Appoint and train adult and pupil Anti-Bullying Ambassadors on an annual basis to support and educate all
- Reassure those targeted and their families that Adult and Pupil Ambassadors in school will listen and take action using taught strategies from training including:
  - Being a friend to all
  - Making school a happy place for everybody
  - Helping all to feel safe
  - Dealing with offenders
  - Promoting school motto 'At Waterloo Primary we all know well, that if you're bullied, it's good to tell'
  - Carrying out Restorative Practice
  - Implementing Anti-Bullying Action Plans where needed
  - Reviewing the Anti-Bullying Policy

### **Our School Community:**

- Discusses, monitors and reviews our anti-bullying policy
- Supports staff, pupils and parents to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn and that pupils stick to the anti-bullying policy
- Reports back to parents/carers regarding their concerns and deals promptly with complaints. Parents/Carers work with school to uphold the policy
- Seeks to learn from good practice elsewhere and gets support from the Local Authority, Diana Award, Anti-Bullying Alliance and other relevant agencies

### **Promoting Positive, Non-Bullying Behaviour**

We expect all in our school community to follow our Code of Conduct and we believe that if we promote happiness and kindness people are less likely be unkind to each other. We continue to educate our community so that there is a shared understanding and responsibility for recognising and tackling bullying in an appropriate manner and recognising the power and importance of being an upstander.

The staff and pupil Anti-Bullying Ambassadors are well supported in their work by the Headteacher, the governor representative, the school council and pupil leadership team and positive behaviour is promoted through the behaviour policy, our curriculum and assemblies.

In addition to fulfilling their day to day duties, Ambassadors organise profile events, days and anti-bullying or happiness weeks.

Our Behaviour Policy is based on 'Bucket Filling Principles' promoting good social behaviour and linked closely to our Code of Conduct.

There are listening boxes available in all classes which are checked and responded to regularly.

In addition to curriculum opportunities, the school offers many clubs and activities to promote positivity, well-being and good choices:

#### Lunchtime

- The Sunshine Room for support with reading and homework
- Indoor games club
- Listening Lunch led by a trained counsellor

#### After School

- Well Being Club

#### Intervention

- 1:1 through Well YP
- Small group through Well YP
- Support through pastoral lead
- Therapy through Family Well Being Centre
- Relax Kids through Family Well Being Centre
- Referral to external services e.g. CAMHS

Our Buddy Benches, Well-Being Garden and daily well-being activities (e.g. mindfulness, meditation, Golden Mile) as part of curriculum all support pupils' positivity and well-being

All members of our school community are encouraged to take reported incidents seriously.

Behaviour, well-being and safety are monitored through surveying parents, pupils and staff; pupil interviews and monitoring of behaviour across school in different locations.

The school also promotes positive behaviour through the use of guest speakers and theatre groups such as: Bully Busters, Childline, NSPCC, Local Gang and Knife Crime Support & Education Groups, Power of One and Pop Project.

#### Preventative Measures

- Education - pupils, staff and parents
- Clear understanding of the difference between bullying and inappropriate/undesirable behaviour
- Circle Time
- Code of Conduct
- Behaviour Principles -Bucket Filling/Dipping
- Reminders through displays and signage around school

- Staffing supervision
- Promotion of positive attitudes, growth mindset and the power of happiness and kindness
- Safe spaces
- Well-being support
- Regular pastoral monitoring
- A listening climate

### Working with...

#### Pupils

We will:

- Ask pupils views about bullying in school and the local community
- Ensure pupils know how to share worries - 'It's good to tell'
- Teach children that actions have consequences
- Involve pupils in anti-bullying campaigns
- Publicise details of websites, helplines and online safety guidance
- Offer support to pupils who have experienced bullying
- Work with pupils who have bullied in order to address their negative behaviour and support their needs to reduce the risk of re-offending

#### Parents and Carers

We will:

- Investigate concerns raised and provide feedback
- Signpost parents to independent advice and support
- Work with parents to address bullying, where identified, through creating, monitoring and reviewing anti-bullying action plans
- Support parents in addressing anti-social or bullying behaviour in the local community and between pupils when not on school premises

#### Linked policies

- Safeguarding
- Behaviour
- Well-Being
- Curriculum (PSHE & Computing)
- Acceptable Use

- E -Safety
- Complaints
- Confidentiality