

Bredenbury Primary School

ANTI-BULLYING POLICY September 2020

We will not tolerate bullying at Bredenbury Primary School

**Signed and dated:
Chair of Governors
Headteacher**

THE LAW

All agencies working with children have a legal duty to safeguard and promote welfare. This includes dealing with issues such as bullying. This may also include bullying that takes place away from the school premises, such as travelling to and from school.

RATIONALE

We have zero tolerance of Bullying at Bredenbury Primary School. Bullying is never right. We wish to create and maintain a secure and supportive learning environment both in the classroom and in the playground. It is important for all concerned to appreciate that bullying behaviours are not acceptable to any member of our school community.

Bullying is one of the things that prevent young people from being healthy, feeling safe, enjoying and achieving, making a positive contribution and achieving economic well-being (Every Child Matters). It can have a negative effect on all parts of a child and young person's life. Perpetrators are doing anything but making a positive contribution.

Consultation with governors in:	June 2014
Ratified by governors on:	12.6.2017
To be reviewed by staff in:	September 2020
To be reviewed by governors in:	September 2020
Next Review:	September 2021

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SAFEGUARDING

Bredenbury Primary School has a duty of care and responsibility towards pupils, parents/carers and staff. The care and safety of the individual is the key issue behind this document.

WHAT IS BULLYING?

Bullying can take many forms; it is deliberately hurtful behaviour, repeated often over a period of time. It is difficult for the individual being bullied to defend themselves.

Bullying may be:

- **Physical** including hitting, kicking, hair pulling, pushing, taking people's belongings, throwing things and being forced to do something. These are the most obvious kinds of bullying.
- **Verbal or written** such as name calling, taunting, including racist remarks, or making threats.
- **Cyber bullying** sending abusive text messages or e-mails, being abusive within Skype and other similar chat rooms, social networking sites (Facebook, twitter etc.)
- **Indirect** spreading stories, not talking, being left out of things others are deliberately avoiding someone or not sitting by them.

Bullying is a behaviour that results in children feeling hurt and upset, bewildered and/or frightened. Children who are being bullied feel powerless to stop it happening.

It is essential that bullying **NEVER IGNORED.**

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What does not count as bullying?

The “normal” friendship difficulties that children have, may not in themselves involve bullying, though may lead to bullying behaviour.

AIMS AND PURPOSES OF THE POLICY

AIMS

The aim of this policy is to work together to ensure that school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

The main purposes of this policy are:

- To build on existing good practice in preventing and responding to bullying;
To inform parents and children that the school takes bullying seriously;
- To ensure that all staff are equipped with the skills and knowledge to address bullying effectively.
- Where pupils are bullied:
 - I. They may be unhappy about coming to school and their lives are made miserable.
 - II. Over a period of time this will affect their self-esteem and well being.
 - III. The unhappiness of bullied pupils is likely to have an adverse effect on their education achievement.

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- To support children being bullied and in the behaviour management of children bullying.
- If children observe bullying behaviour going unchallenged, other pupils may learn that bullying is a quick and effective way of getting what they want.
- The victims of bullying may see the School's inaction as condoning unacceptable behaviour.

GENERAL PRINCIPLES:

The prevention of bullying is a whole school approach in which everyone is involved including staff, pupils, friends and families.

The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

PREVENTING BULLYING

All staff must be watchful, observing the social relationships between children. They should consider the school environment – what worries children about the playtimes and play areas i.e. where and how bullying might occur. Potential problems should be discussed with relevant staff.

There are regular opportunities within the planned curriculum to communicate to children the importance of all members of our school community having care and concern for each other, and the reasons for having a policy on bullying. The school will actively promote Anti-Bullying week each Autumn Term. We also promote positive behaviour through the SEAL programme.

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HOW STAFF SHOULD DEAL WITH BULLYING IF IT OCCURS:

If you come across bullying what can you do?

- Try to remain calm
- Take the incident or report seriously and ensure that children realise that action will be taken
- Think carefully whether your action needs to be private or public
- Reassure the victim(s) and offer advice and support (The child might need help with his/her social skills/assertiveness)
- Make it plain to the bully that you disapprove
- Encourage the bully to see the victim's point of view, again social skills may need to be addressed
- Take care over how you respond to the bully, reacting aggressively gives the message that it's O.K. to bully if you have status or power
- Explain clearly any sanction and why it is given **or** how the bully can make amends.

The mid-day supervisors meet at the end of lunchtime, to discuss any concerns and to collate information. Any concerns are discussed with the appropriate class teacher and/or headteacher.

The Headteacher and staff will react promptly and firmly where bullying of any kind is identified.

- An interview will take place initially between the Headteacher, the reporting member of staff and the person accused of bullying.
- The bully must be made fully aware of his/her crime – it appears that often a bully is totally oblivious to the misery and heartache caused by such behaviour.
- The adult, who first identified or was made aware of the incident, will complete the relevant form for recording an incident of bullying. This should be completed as soon as possible and the report signed. It will be countersigned by the Headteacher.

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- The form will be kept in a locked cabinet in the Head teacher's office.
- A blank copy of the form can be found at the back of the Anti-Bullying Policy or in the folder entitled 'Policies 2011 on', on the school computer network.
- Incidents of bullying should be discussed with the class teacher, as well as a senior member of staff.
- It may also be appropriate to inform the parents of both the victim and the bully to ensure that they are both aware of the School's action to date.
- Staff should always take the time to listen to children or to their parents where they think that bullying may have occurred.

Every incident of bullying must be reported using the school's **Record of Bullying/cyber-Bullying** and entered into the **Bullying Log**.

The incident may need to be recorded in the **bound and numbered Team-Teach book**, if appropriate.

RECORDS

Any records of bullying related incidents are recorded in writing, which is then added to the school incident file.

Records should include:

- Who was allegedly involved;
- Where and when it happened;
- What happened;
- What action was taken;
- How it was followed up.

It is vital that accurate records are kept of any bullying incident and how the school responded. In case of a serious incident, this provides evidence should the victim or their family decide to take legal action.

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There is a range of actions available to staff depending on the seriousness of the situation.

The school will:

- Support the child/children who is/are being bullied.
- Help bullies to change their behaviour.
- Always take bullying seriously.
- Meet those involved – individually.
- Use peer group pressure to actively discourage bullying.
- Involve parents at an early stage.
- Help pupils develop positive strategies and assertions.
- Be equally concerned about bullying to and from school.

Sanctions include:

- A clear warning;
- apologise to the victim and agree positive action to be taken;
- staff to discuss behaviour management with the bully, including how and why their behaviour was unacceptable;
- tell the child that the incident will be reported to other staff members e.g. Senior Midday Supervisor, class teacher etc.;
- a possible loss of privileges (e.g. playtime);
- parents/carers notified;
- Detention break;
- Internal exclusion – working in another class for a specified period of time;
- Exclusion from the lunch hall;
- Fixed term exclusion;
- Permanent exclusion.

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Conclusion

ALL known incidents of bullying will be acted upon. At Bredenbury Primary School, we are committed to working with staff, pupils, parents and carers, to ensure that our school is a happy place for everyone.

At Bredenbury Primary School we fully recognise the existence of cyber-bullying and the severity of the issue. The school **will** contact the police depending on the severity and repetitious nature of an offence.

This Policy belongs to a suite of policies which include: The Schools Mission Statement, Behaviour and Discipline Policy, classroom and playground codes, Equality Policy, R.E. and P.S.H.E.E. Policy.

The Anti-Bullying Policy makes Bredenbury Primary School's values explicit to all concerned.