



ANTI BULLYING POLICY

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Brierley CE (VC) Primary School

ANTI-BULLYING POLICY

***This policy is applied in conjunction with BMBC Safeguarding Children Partnership's Anti Bullying Strategy**

Our Vision

Though we are many, we are one body. Together, we learn and grow.

God is at the heart of all we do, shining His light to guide us on our journey. Together, we face change and transformation with courage.

In love, we nurture all to be resilient, hopeful and aspirational; to become the very best version of ourselves, knowing that we are loved.

Each member of our school community is honoured and celebrated for their unique character and qualities: difference is met with dignity and compassion. Though we are many, we are one body.

Our community at Brierley stretches beyond the school, where we share God's message of love through our actions, our thoughts and our words as we continue on life's path.

Aims

Bullying is unacceptable at our school and will not be tolerated. The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Objectives

- All governors, teaching and non teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff 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 abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

What is bullying?

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time
- Bullying makes those being bullied feel powerless to defend themselves.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse. Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, harassment, abusive comments, violence)
- Homophobic (because of, or focussing on the issue of sexuality)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

How can we prevent Bullying?

All schools should foster a clear understanding that bullying, in any form, is not acceptable. At Brierley CE (VC) Primary School we will do this by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL).
- Making the School Council aware of bullying policies and procedures
- **Any incidents treated seriously and dealt with immediately**

Dealing with incidents

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Reporting Incidents

- Incidents may be reported by the pupil verbally
- By a class teacher, teaching assistant, dinner time supervisor
- By a child's peer
- By a parent / carer

Procedures to follow

- If you are being bullied or see someone being bullied **TELL** an adult in school.
- If your child is being bullied or is bullying in school contact school and be **OPEN**.
- If a pupil comes to a member of staff and says they are being bullied we will **LISTEN**, and take it **SERIOUSLY**.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- In cases of serious bullying, a clear account of the incident will be recorded and given to the head teacher. (see Incident Log Sheet – Appendix 1)
- The head teacher will interview all concerned and will record the incident. (Incidents of bullying log book)
- Class teachers will be kept informed
- Parents will be kept informed and in serious cases will be asked to come in to a meeting to discuss the problem
- Sanctions will be used as appropriate and in consultation with all parties concerned

Sanctions

The following disciplinary steps can be taken:

- The bully (bullies) will be asked to genuinely apologise.
- Punishment will be enforced in line with our Positive Behaviour Policy.
- In serious cases fixed term exclusion or even permanent exclusion will be considered.
- If possible the pupils will be reconciled.
- After the incident/ incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Other steps that can be considered:

- Restorative justice
- Mediation/counselling
- Anger management training & self help
- Peer Mentor/Buddy support
- External Agencies – Behaviour Support.
- Circle of friends

Involvement of pupils / students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

Intervention Techniques

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

Monitoring, evaluation and review

The school will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Incidents of bullying will be logged and stored in school.

This document is reviewed by the full governing body.

Links with other policies

Other policies to be used in conjunction with this policy:

- Online Safety Policy
- Mobile Phone code of conduct
- Acceptable internet use
- Positive Behaviour Policy
- Safeguarding Policy
- Race Equalities Policy
- Disability Discrimination Policy
- Sexual Violence and Sexual Harassment Policy

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

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