



Church Broughton C of E (C) Primary School

Anti-Bullying Policy

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Governor Signature	
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Objectives

This policy outlines what Church Broughton C of E Primary School will do to prevent and tackle bullying. This policy has been shared with the school community. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children will be tolerated. We do all we can to prevent bullying, by developing a school ethos in which bullying is regarded as unacceptable.

Aims

- To create a safe and secure environment where everyone can learn without anxiety, with measures in place to reduce the likelihood of bullying.
- To produce a consistent school response to any bullying incidents that may occur.
- To make everyone connected with the school aware of our opposition to bullying, making clear each person's responsibilities with regard to the eradication of bullying in our school.

Definition of Bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally and involves an imbalance of power". (DfE "Preventing and Tackling Bullying", October 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. This policy covers all types of bullying including:

- . Bullying related to race, religion or culture.
- . Bullying related to SEND (Special Educational Needs or Disability).
- . Bullying related to appearance or physical/mental health conditions.
- . Bullying related to sexual orientation.
- . Bullying of young carers, children in care or otherwise related to home circumstances.
- . Sexist or sexual bullying.
- . Bullying via technology –"cyberbullying"

Prevention, Identifying and Responding to Bullying

We will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

Dealing with Incidents

The following steps may 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
- A clear and precise account of the incident will be recorded and given to the head teacher.
- The head teacher will interview all concerned and will record the incident.
- Teachers and support staff will be kept informed
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary.
- The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Parents/carers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, the police or other local services will be consulted.

Responsibilities

We all have a responsibility to:

- Discuss, monitor and review our anti-bullying policy and practice on a regular basis.
- Support all staff to promote positive relationships to prevent bullying.
- Intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure children are aware that all concerns regarding bullying will be dealt with sensitively and effectively.

- Ensure children feel safe to learn.
- Ensure all children abide by the anti-bullying policy.
- Report back to parents regarding their concerns on bullying and deal promptly with complaints.
- Learn from good anti-bullying practice and utilise support from the Local Authority and other relevant organisations when appropriate.

The Role of Governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher, on request, to demonstrate the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The Role of the Headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.

The headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of Teachers & Teaching Assistants

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, or that involve children in their class. If teachers witness or learn of an act of bullying, they will carry out an initial investigation themselves and inform the headteacher who may then investigate further as appropriate. The headteacher records all bullying incidents in the School Behaviour Log. Teachers and support staff do all they can to support the child who is being bullied and the child who is bullying. If a child is being bullied or bullying over a period of time, then the headteacher and/or teacher informs the children's parents.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately when they become aware of it. This may involve counselling and support for the victim of the bullying, and discussion and sanctions for the child who has carried out the bullying. Time is devoted to

supporting the bully and planning ways to modify inappropriate behaviour. The headteacher is made aware of any repeated bullying and the children's parents are invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies, such as the behaviour support team, or seek the support of other organisations and services eg "Talk Time".

All members of staff attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

Liaison with Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, or choose to, they may contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

We will make sure that key information (including policies) about bullying is available to parents/carers in a variety of formats and ensure that all parents/carers know who to contact if they are worried about bullying.

We will ensure all parents/carers know about our complaints procedure and how to use it effectively.

We will work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.

We will encourage parents to work with the school to role model positive behaviour for pupils, both on and offline.

Supporting Children

Children are encouraged to tell somebody they trust if they, or any of their friends are being bullied, and if the bullying continues, they must keep on letting people know.

Children are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Children have responsibility, as part of the school community, to support all those working to ensure the incidence of bullying is minimal.

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support

- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Children who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour policy. This may include warnings, removal of privileges, fixed-term and permanent exclusions.
- Speaking with police or local services.

Our school has a 'Playground Friends' scheme. These children support staff in ensuring all children have someone to play with at breaktimes, leading on games/activities, mediating when problems arise and reporting concerns to staff.

Links with other school policies and practices

Behaviour Policy

Complaints Policy

Safeguarding Policy

E-Safety and Acceptable Use Policies

PSHCE Policy

Links to Legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Monitoring and Review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually during H&S and Safeguarding reviews, and by discussion with the headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs, or a member of any other vulnerable group.

