



## Anti-Bullying Policy

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies.

**Review Date** November 2017

## **Beliefs and Values**

At Brocklewood Primary and Nursery School all pupils and staff and stakeholders have the right to feel happy, safe and included in the school community.

Pupils, staff and stakeholders have the right to work in an environment without harassment, intimidation or fear.

All bullying, or any sort, is therefore unacceptable.

Everyone who experiences bullying will be supported.

We recognise the effects that bullying can have on an individual's feelings of worth and on pupils' school work, and the members of our school community will actively promote an anti-bullying environment.

The rights of the victim are most important; however we recognise as a school that the perpetrators of bullying behaviour have a right to support in order to change their behaviour. If, however, after such support they continue to carry out the acts of bullying then appropriate action will be taken including, if necessary, permanent exclusion.

## **What is bullying?**

The Government defines bullying in the Safe to Learn document as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying includes: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

The SEAL materials suggest the following characteristics define a behaviour as bullying:

- It is deliberate
- It happens over a period of time
- There is an unequal balance of power.

When these three components are present the behaviour is then deemed as bullying behaviour. It is particularly the unequal balance of power that makes bullying behaviour stand out from other aggressive behaviour.

Some forms of bullying are attacks not only against the individual, but also against the group to which he or she may belong. To protect these vulnerable and usually minority groups the following types of bullying will be given particular attention:

- bullying related to race, religion or culture
- bullying related to SEN or disabilities
- bullying related to appearance or health conditions
- bullying related to sexual orientation
- bullying of young carers, looked-after children or otherwise related to home circumstances
- sexist or sexual bullying.

### **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, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyberbullying methods.

### **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.

### **Creating An Anti-Bullying Climate in Our School**

At Brocklewood Primary and Nursery School we promote positive behaviour to create an environment in which pupils behave well, where pupils take responsibility for their behaviour, for each other's emotional and social well being and include and support each other. We strongly promote a school community where everyone is safe, valued and respected by:

- Raising awareness about bullying and our anti-bullying policy
- Increasing understanding for victims and clearly identifying easily accessible avenues of support.
- Promoting an anti-bullying ethos where all bullying is challenged and resolved.
- Teaching our pupils how to manage their relationships with others positively.
- Providing access to this anti-bullying policy to all individuals in the school community.

We will promote an anti-bullying climate by:

- Signposting to easily accessible avenues of support, advice and guidance for all involved in any bullying incident e.g. Safeguarding Officer, Counselling service, Headteacher, Deputy Headteacher, Safeguarding Officers, Behaviour Mentors, other members of staff.
- School assemblies will be used to reinforce our message that bullying will not be tolerated.
- The message that bullying will not be tolerated will be made clear in the information given to pupils and their parents when they join our school.
- We will use displays, information and posters (including our bully box) in school to remind pupils that bullying is not acceptable, and to tell them what to do if they are bullied or if they see others being bullied.
- Childline posters are displayed in every classroom and Childline representatives will be invited into school to explain about the service.
- Our school Council representatives can provide a forum in which concerns about bullying can be discussed and through which they can be raised with staff by including bullying as an agenda item at least termly.
- We will provide a child friendly leaflet and a parent- friendly leaflet of our anti-bullying policy with information on what bullying is and what to do if they suspect someone is being bullied at school and identifying avenues of support. (see Appendix 1)
- Incidents of bullying will be recorded and kept in a confidential Anti-Bullying file in the Head teacher's office
- We will work closely with Jo (counselling service) to provide emotional support to individuals involved in bullying.
- We will review the policy with all stakeholders annually.
- We will provide appropriate anti-bullying training to all staff as required.
- Ensuring all staff, parents and pupil bystanders understand that they have a responsibility to challenge or report behaviour that they believe could be bullying behaviour.

OUR AIM IS TO CREATE A CLIMATE WHERE BULLYING IS NOT ACCEPTED BY ANYONE WITHIN THE SCHOOL COMMUNITY

We are committed to a preventative approach to solving the problem of bullying and we will:

- Conduct periodic questionnaires(during anti-bullying week) and have regular forums with school council to ask pupils where and when bullying occurs and we will supervise and try to eliminate unsafe areas which they report to us.
- Provide information and training to help teaching and non-teaching staff, including mid-day supervisors, to spot the signs of bullying and how to respond.
- Provide a 'bully box' for children to confidentially and (anonymously if necessary) report any aspects/incidents of bullying.

- Continue to raise awareness around bullying.

## **Responding to Incidents**

All reports of bullying will be taken seriously and followed up:

What victims of bullying should do:

- Tell somebody they feel safe talking to e.g. a member of staff, friend, Jo, sibling, parent.
- If you see bullying tell somebody you feel safe talking to.
- Once the reported incident has been dealt with, individuals should report any further incident of bullying immediately.
- Pupils have the option of referring themselves to Go2Jo for emotional support.

What school will do:

- Support to the victim through a discussion reassuring them they were right to tell, stating what action will be taken to stop the bullying and how the action will be followed up.
- Offer emotional and psychological support.
- Ensure the victim is safe; appropriate arrangements will be made to try to safeguard this. These strategies will be discussed with the victim.
- Take seriously all reports of bullying, the member of staff will make a judgement about the most appropriate person to deal with it based on the seriousness of the incident and the history of those involved.
- A bullying report form will be completed and passed to the Head teacher who will follow up the incident with support from the Pastoral team and Jo if necessary.
- All reports of bullying (whether deemed bullying or not following investigation) will be recorded in the Bullying Log in the file in the Headteacher's Office.
- Written records of the investigation and action taken will be kept in the Anti-Bullying file kept in the Head Teacher's office.
- In cases of serious incidents or repeated bullying, parents/carers of both parties will be informed.
- Action taken against the perpetrators of bullying will vary depending on the type of bullying and could include: Removal of the perpetrator from the yard for a period of time, exclusion, removal of privileges, involvement of parents.

## **Recording**

Victims, children who exhibit bullying behaviour and witnesses will be interviewed separately. Written accounts of events will also be written separately.

The Headteacher and Pastoral will regularly review the Bullying Report forms and log to look for patterns.

### **Resolutions**

Once all necessary information has been gathered, a judgement will be made about the most appropriate strategies to use. (See earlier section 'Our Anti-Bullying Strategies'). Where possible we will adopt a joint problem solving approach and ask the individuals involved to help us find solutions to the problems. This will encourage them to take responsibility for their actions, build resilience and raise awareness of the emotional and social needs of others.

We will reinforce the message that bullying is not acceptable, that we expect it to stop and we will seek a commitment to this from the children who exhibit bullying behaviour. These children will be made aware that we will be checking to ensure that the bullying has stopped and the likely consequences should it not do so.

Parents of victims and perpetrators will be contacted and kept informed where appropriate.

### **Confidentiality**

The School adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff hope that children and parents will feel free to talk about any concerns and will see school as a safe, confidential place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from members of staff. Staff understand the importance of confidentiality when dealing with sensitive and emotive issues.

### **Bullying outside the school premises**

It is very difficult for school to deal with bullying that occurs off the school premises. If we are made aware of incidents we will deal with them in accordance with this policy. We do take all bullying seriously but we are aware that our interventions may be limited when the incident is off site. We will endeavour to support victims to the best of our ability. In the case of bullying by pupils from other schools or by people who are not at school at all, we will work with other agencies to help them deal with it. This may include the Head Teacher of another school and the police.

## **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** - advice and stories from children who have survived bullying

08000 1111

### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** - advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

### **Parents Against Bullying**

01928 576152

## **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** - a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

Appendix 1a



## **What is bullying?**

Behaviour by a person or group, usually repeated over time, that deliberately hurts another person or group either physically or emotionally.

## **Bullying includes:**

name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours.

## **What to do to help your child:**

- Make time regularly to talk to your child about friendships so they are used to talking to you about these things.
- Watch out for changes in their attitude to school, frequent stomach aches, unusual outbursts of anger or other unusual behaviours.
- If they say they are unhappy because someone is being unkind or bullying them, listen carefully and make sure they know you will take it seriously.
- Try not to suggest that your child does things differently- they need to feel that it is the child doing the bullying who is wrong and needs to change their behaviour.
- Come into school and ask to speak to Mrs Tarrant, your child's teacher, Ms Brown or any other adult- once school knows about the problem we can try to solve it.

## **What will the school do?**

- We will take it seriously and listen to your and your child's worries and fears
- We will help to stop this happening to your child.
- We will keep you informed of what we have done.

**Brocklewood Primary School Pupils' Bullying Guidance**

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**If you think you are being bullied:**

- Tell someone you feel safe talking to
- Its OK to tell
- You may be worried or have fears
- We will help to make this better

**Who could you tell?**

- Mrs Tarrant
- Jo (Go2Jo)
- Ms Brown
- Any teacher
- Midday supervisor
- Friend
- Parent
- Another member of your family
- Anyone else you feel safe talking to
- Childline 08001111

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