



Policy – Anti-bullying

Date – January 2017

Review Date – January 2020

**Based on – DfE guidance Preventing and tackling bullying
(2014)
DfE guidance Cyber bullying: advice for Headteachers and school
staff (2014)**

Signed by the Headteacher

Name _____

Signed on behalf of Governors

Name _____

Anti-bullying – January 2017

Burley and Woodhead School vision and aims

As a Church of England school, we are committed to preparing our children for their journey into the 21st century. The world in which they will live as adults will be diverse, uncertain, dynamic and full of opportunities. We recognise this and are committed to giving them a primary education, in partnership with parents, local Churches and the wider community, which prepares them for the rest of their lives.

Our aim is to develop a school that everyone can be proud of which promotes a strong social, moral, spiritual and academic ethos. When children leave our school, they will be respectful, resilient, confident, caring individuals with a love of learning, who are ambitious future leaders of their local and global community.

We will do this by:

- Ensuring the members of our school community can work together in a caring and supportive learning environment.
- Communicating our identity through our six Burley Woodhead me areas: learning me, global me, healthy me, creative me, safe me and collaborator me.
- Underpinning all our work with our twelve Christian values: compassion, courage, forgiveness, friendship, generosity, justice, perseverance, respect, service, thankfulness, trust and truthfulness.
- Promoting a Growth Mindset ethos to ensure that children and adults have the capacity to learn when it is challenging, resilient when approaching unfamiliar tasks and reflective when given feedback.

All of our policies are underpinned by our school vision and aims.

This policy should be read alongside our child-friendly anti-bullying policy which each class contributed to in January 2017 during our Safe Me focus half term.

Aims and objectives

The aim of this policy is to make clear to pupils, staff and parents that bullying is always unacceptable at Burley and Woodhead CE Primary School. Our vision is that all members of our school community work together in an atmosphere of friendship, tolerance and understanding. However, we recognise that incidents of bullying may still occur and this policy aims to give clear guidelines to staff, parents and children about how to detect bullying and the actions that should be taken to deal with issues effectively.

We want our school to be a place where:

- people respect and value others
- everyone feels safe and happy
- people feel able to talk openly about their problems
- people know who to talk to and feel that they are listened to
- people are ready to help when someone else has a problem

Definition of Bullying

Bullying is: "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically (eg kicking, hitting, pushing, taking money or belongings) or emotionally (eg name calling, teasing, spreading hurtful rumours, excluding people from groups, cyberbullying). (DCSF Guidance Safe to Learn).

When talking with children, we use the acronym STOP to help them identify bullying:

Anti-bullying – January 2017

Several Times On Purpose

Types of bullying

We believe there are a number of different types of bullying:

Emotional	excluding from a group, humiliating, ridiculing, tormenting
Indirect	spreading stories about someone, making repeated negative comments about someone
Online	all areas of the internet, such as email and social networking mobile threats by text messaging and calls misuse of associated technology, i.e. camera and video facilities
Physical	pushing, kicking, hitting, punching or any use of violence
Sexual	unwanted physical contact or sexually abusive comments
Verbal	name-calling, insulting, sarcasm, spreading rumours, teasing, making gestures

Burley and Woodhead CE Primary School works hard to ensure that children know the difference between bullying and general “falling out” which happens as a normal part of growing up. Some incidents of name calling between children can be resolved quickly, sometimes with the intervention of an adult, and no further action may be taken as the incident can be dealt with as part of the school’s behaviour policy. However, all staff are encouraged to look for signs that any incident has a deeper root, such as bullying.

People can be bullied for a variety of reasons. Specific groups of people who may be the target of bullying include:

Bullying related to race, religion or culture.

Bullying related to special educational needs (SEN) or disabilities.

Bullying related to appearance or health conditions.

Bullying related to sexual orientation (eg homophobic bullying).

Bullying of young carers or looked-after children or otherwise related to home circumstances.

Bullying related to gender (including transgender bullying)

We also recognise and highlight to children that bullying can take place anywhere at any time by anyone.

Preventative curriculum

The aim of PSHE teaching at our school is to develop every child as an individual, facilitating academic and social learner so that children of all abilities can achieve their full potential and enjoy learning, thereby developing as confident, enquiring and independent members of society. Through our broad PSHE programme, we aim to develop children’s social skills of tolerance and consideration, mutual respect and care to complement our school’s Christian values. This programme supports our children to ultimately become informed, active and responsible citizens. Children will be able to reflect on their own experiences and develop an

awareness of their personal and social development within a community. The PSHE programme supports children's spiritual, moral, social and cultural development.

Signs a child is being bullied

Staff are aware of signs of possible bullying:

- A decline in school work
- Changes in the child (withdrawn, tearful, lacking in confidence)
- Changes in sleeping/eating patterns (nightmares, bed-wetting)
- Unexplained cuts or bruises
- A child becoming aggressive or otherwise unreasonable
- Is unwilling to go to school (school phobic)
- Starts stammering
- Feels ill in the morning
- Has possessions which are damaged or "go missing"
- Is afraid to use the internet or mobile phone

Online Bullying

Online bullying can be defined as "the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else". (DCSF Guidance Cyberbullying) Online bullying is different from other forms of bullying. For example:

- it is an invasion of home and personal space and can be perpetrated at any time
- the audience can be large and reached rapidly
- people who online bully have a perception of anonymity
- bystanders to online bullying can easily become perpetrators – for example, by forwarding on text messages
- some instances of online bullying are known to be unintentional (bullying is usually intentional)
- many online bullying incidents can themselves create an electronic record that may act as evidence. (DCSF Guidance Cyberbullying)

We have online safety rules and a pupil acceptable use policy to help children understand this. Children are asked to sign the AUP once a year.

Roles and Responsibilities

The role of children

To help prevent bullying in school, children are taught to:

- Treat each other the way they would like to be treated,
- Try to settle any differences with another child in a non-threatening way,
- Tell an adult about any concerns they have about the way another child is treating them,
- Use the worry box in each classroom or the Whisper tool on the school website if they don't feel they can speak to an adult,
- Report any incidents of bullying that they might witness either through the Whisper tool that is on the school website and shown to the children on a regular basis or by reporting directly to an adult

The role of Parents

To help prevent bullying in school, parents are advised to:

- Contact their child's class teacher straight away if they suspect their child is being bullied or is exhibiting bullying behaviour towards another child,
- Support the school's anti-bullying policy

The role of all staff in school

All staff in school have a responsibility for investigating and dealing with incidents of bullying. Initially they speak to the pupil and involve Senior Leaders to liaise with the pupil's parents and determine how the issue will be dealt with.

The role of the Headteacher and Senior Leaders

- Promote an anti-bullying ethos in school
- Implement and promote our Anti-bullying Policy
- Monitor, evaluate and review our Anti-bullying Policy
- Monitor incidents of bullying and ensure that effective records are kept.

The role of the Governors:

The Governing Board supports the school in all attempts to eliminate bullying from our school and expects that any incidents of bullying are taken seriously and dealt with appropriately.

The Governors require the Headteacher to keep accurate records of serious or persistent incidents of bullying. The Governing Board monitors any incidents of bullying that do occur and reviews the effectiveness of the policy every year.

The Governors monitor feedback from parents and children through school surveys and school communication and investigate any patterns or concerns. They also monitor the implementation of the anti-bullying policy.

What we do to prevent Bullying

We expect all pupils and staff to work together in preventing bullying in our school by:

- setting good examples in speech and behaviour
- working together in a positive way to contribute to any anti-bullying discussions and activities, in class and as a year group
- taking note of our Anti-Bullying policy
- being ready to tell someone if we suspect that bullying is happening
- being ready to go for help or to step in when we see an incident starting.

To help us do this:

- an important element of our PSHE curriculum covers managing risk and relationships
- we share ideas and consult with School Council on a regular basis
- a copy of this policy is available online and it has been promoted in assembly
- we support special events and activities which give a clear anti-bullying message
- we have an acceptable use policy for using the internet safely

- each class writes their own child-friendly anti-bullying policy as part of the safe me half term focus each year

What to do when bullying happens

When we find out or notice that bullying is happening, we listen carefully to all concerns, then we take action quickly and sensitively.

1. We ensure the safety of the victim.
2. We talk to the bully and victim at length to get the facts straight and to try to get to the root of the problem.
3. We make it clear to the bully that his/her behaviour is not acceptable and has caused distress and we do all we can to ensure that he/she understands the full consequences of what has happened.
4. We record everything that has happened in a clear, factual way on pupils' SIMS records.
5. When/if both pupils are ready, we work in a restorative way to:
 - a. agree with the school's version of events
 - b. recognise they have done wrong (if appropriate)
 - c. accept responsibility for actions/words (if appropriate)
 - d. understand the effect it has had on the other person (if appropriate)
 - e. move forward without further consequences

If the behaviour is serious or if it continues after the perpetrator has been spoken to, we inform the parents of both pupils and we decide on the consequences. This will be through a range of sanctions depending on the seriousness of the case. We also assign a member of staff to the victim as a support.

With cases of online bullying, we withdraw mobile phones/internet privileges as appropriate. In response to the Education Act 2011, we may search for and, if necessary, delete inappropriate files on electronic devices, including mobile phones.

Even when a sanction has been given, we continue to check on both the victim and the perpetrator, and we offer support/counselling to both pupils.

We report figures of bullying incidents every term to the Senior Leadership Team and school governors.

We keep a record of any serious bullying on file through the online behaviour system on SIMS.

We would contact the police where a racist hate crime is suspected.

Incidents of members of staff being bullied (also see Safe Working Practice policy and Grievance policy)

As part of our commitment to ensure that all members of our school community work together in an atmosphere of friendship, tolerance and understanding, we acknowledge the right of every member of staff to work in an environment that is free from bullying. This includes bullying by another member of staff, parent or member of the wider community.

Any incidents of bullying against a member of staff will be reported to the Headteacher and investigated, as per the Grievance Policy. If necessary, the member of staff who has been

bullied will be referred to Occupational Health for further support and/or the police will be contacted. Any substantiated incident will be reported to the Governing Body and any appropriate action taken. Any accusations of bullying by the Headteacher are to be reported to the Chair of Governors who will follow the Grievance Policy.