

Brixham Church of England Primary School



**Brixham C of E
Primary School**

ANTI-BULLYING POLICY

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1. STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

In the drafting of this policy, we have taken into account the views of parents, staff and children.

2. OBJECTIVES OF THIS POLICY

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying incidents are 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.
- We expect parents to work in partnership with the school, discussing with children the difference between unwanted behaviour and bullying.

3. DEFINITION OF BULLYING

Bully n. a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' (*Safe to Learn: embedding anti bullying work in schools 2007*)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

It is the wilful, conscious desire to hurt, threaten or frighten someone. It can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber*: all areas of internet and social media, such as email & internet chat room misuse
mobile threats by text messaging & calls
misuse of associated technology, i.e. camera & video facilities

- Harassment: unwanted behaviour which threatens, humiliates, degrades and intimidates

*Cyber bullying is against the law. It is when a person or group of people use digital technology to tease abuse or threaten someone. If the misbehaviour could be criminal or pose a serious threat we will advise parents to call the police or the Headteacher will make the decision to inform the police or not.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

At our school, we have a responsibility to respond promptly and effectively to issues of bullying.

4. SIGNS THAT A CHILD MAY BE BEING BULLIED

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- 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
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has money continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

5. PRACTICE AND PROCEDURES

5.1. What we do to prevent bullying

Everyone involved in the life of Brixham Church of England Primary School must take responsibility for promoting a common anti-bullying approach. All stakeholders should:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour be clear that we all follow the ground-rules of our School
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- Support each other in the implementation of this policy

All members of the Brixham community are expected to report incidents of bullying.

All Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which supports our schools behaviour and discipline policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school council, PSHCE etc.
- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management.
- Provide a key staff member who is responsible for the monitoring of the policy.

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership.

Parents should agree to:

- Ensure that any incidents of bullying are reported immediately to the school. Work in partnership with the school staff to ensure that their child is supported and that the bully in faces appropriate consequences.
- Recognise that as a Christian School, one of our ethos values is forgiveness, and be prepared to act accordingly.
- Ensure that their children are using mobile phones and the internet appropriately.

Through the development and implementation of this policy, Brixham Church of England Primary School trusts that all children, young people, and parents/carers:

- Feel confident that everything is being done to make our school a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place.

5.2. Reacting to a specific incident

Recording

All incidents will be recorded by the staff on the electronic recording system. The Headteacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step **will be adapted to suit the nature and severity of the incident**, and the response of those involved.

- i) The school community needs to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted

Brixham Church of England Primary School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends

(ii) Measures will be in line with the school's behaviour and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable Reparation of damaged

relationships

- Time away from an activity Meeting with staff, parent and child Missing another activity
- Formal letter home from the head teacher expressing concerns Time out from the classroom
- Pastoral support plan
- Involvement of the community police officer Fixed term exclusion
- Permanent exclusion

iii) Safeguarding procedures will be followed when child protection concerns arise.

6. SPECIALIST ORGANISATIONS

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

<https://www.anti-bullyingalliance.org.uk/>

Beat bullying: A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beat bullying have developed the Cyber mentors peer support programme for young people affected by cyber-bullying.

<https://www.s-cool.co.uk/articles/beat-bullying>

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

<https://www.kidscape.org.uk/>

Restorative Justice Council: Includes best practice guidance for practitioners 2011.

<https://restorativejustice.org.uk/>

6. LINKS WITH OTHER POLICIES

Behaviour policy

Child Protection and Safeguarding policy

E-Safety policy

Equal opportunities and Equality Statement

7. MONITORING

The policy will be reviewed annually by the Headteacher.

Any other relevant information (witnesses, immediate action taken)*

Action taken *

Signature:

Date form completed(DD.MM.YY)

*Continue on separate sheet if needed

If needed: Body map
Title for CPOMS / Chronology sheet