

BADGERBROOK PRIMARY SCHOOL

ANTI-BULLYING POLICY

Policy Review Details			
Review by:	Date of first issue:	Date of review:	Date of next review:
Full Governing Body	9 th March 2014	10 th March 2021	March 2024

Statement of Intent

At Badgerbrook Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can 'learn, achieve and celebrate together' in line with our school vision statement. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a target of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At Badgerbrook Primary School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) The Children Act 2004. The Equality Act 2010. We will use key guidance 'On preventing and tackling bullying 2017.'
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is. We have a lead governor for anti-bullying; Mrs J Lyne and three lead members of staff dealing with any incidents. They are: Mrs A Meyrick, Mrs C Price and Mrs V Toon.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying [through the school website] and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) anti-bullying surveys and an annual anti-bullying week will be used throughout the school to enhance children's understanding and to reduce the opportunities for bullying to occur.

- A positive, caring ethos will be created within the school environment where everyone can work, play, and express themselves, free from the fear of being bullied.

This policy is linked directly to the following policies:

- Behaviour policy
- Safeguarding policy
- Equalities policy
- PSHE policy
- ICT/E-Safety policy

WHAT IS BULLYING?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for people to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal/ psychological: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone, social exclusion.
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Special needs or disability bullying: including sensory impairment or learning difficulties.
- Appearance or health conditions bullying: for example, bullying due to a skin condition or a disfigurement.
- Home circumstances bullying: based on a person's living arrangements.
- Racist, religious or cultural bullying: including racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual bullying: relates to unwanted physical contact or sexually abusive or sexist comments
- Homophobic and bi-phobic bullying: because of/or focusing on the issue of sexuality
- Transphobic bullying: related to gender identity.
- Online/cyber bullying; this can be via computers, tablets, mobile phones and any internet communication for example by: setting up 'hate websites'; sending offensive text messages, emails or other online communications and abusing the victims via their mobile phones
- Bullying can also be perpetrated upon school staff, by pupils, parents or other members of staff.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say

things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen? It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Badgerbrook Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises
- Talk to the local Community Police Officer about problems on the streets

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember that your silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied and that it is WRONG.
- b) Be proud of who you are. It is good to be an individual.
- c) Try not to show that you are upset. The bully thrives when someone is afraid.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive-shout "NO" walk confidently away. Go straight to a teacher or a member of staff.
- f) Fighting back may make things worse.
- g) Generally it is best to tell an adult you trust straight away, if possible tell the same adult.
- h) Use the worry box to notify staff if you feel unable to talk to an adult, it is checked daily and worries are taken seriously.
- i) Tell a member of the School Council and they will pass your concerns onto an adult.
- J) All staff will take your worries seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

Bullying of children with Special Educational Needs

Badgerbrook Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are

We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

IF YOU KNOW SOMEONE IS BEING BULLIED:

AS A CHILD:

a) Take action do not be a bystander. TELL an adult or use the Worry box. Don't be someone who watches and does nothing as if you are on the side of the bully. It will make the victim feel more unhappy and alone.

AS A PARENT: you can

a) Always take an active role in your child's education. Enquire how their day has been, who they spent their time with, how lunchtime and playtimes were spent etc.

b) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete their work to their usual standard.

c) If you feel that your child may be the target of bullying behaviour, inform school immediately by contacting the Headteacher, Deputy Headteacher or Assistant Headteacher. Your concerns will be taken very seriously and appropriate action will be taken.

d) It is important that you tell your child not to fight back as this could make the situation worse.

e) Reassure your child that there is nothing wrong with them. It is not their fault that they are being bullied.

f) Reassure your child that they will not get into trouble because they ask an adult for help.

AS A SCHOOL we can:-

a) Ensure that pupils understand what "bullying" is, i.e. A repeated action by an individual or group of children.

b) Ensure that bullying is taken seriously and every possible action is taken to eradicate it from our school.

c) Encourage pupils to treat everyone with respect.

d) Encourage pupils to discuss how they get on with other people and how to form positive attitudes towards other people.

e) Organise the community in order to minimise opportunities for bullying, we provide increased supervision at potential problem times and provide additional activities during those key times, e.g. playtimes and lunchtimes time is given to allow for communication between members of staff. Peer led activities are provided at lunchtimes and lunchtime staff have been trained in 'Brilliant Lunchtimes'

f) Deal quickly, firmly and fairly with any complaints, involving parents where necessary, as mentioned in the school behaviour policy.

g) Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other e.g. Through PHSE curriculum, video, drama, "R" time, school council.

h) Place signs and posters around school to demonstrate the seriousness that school takes towards bullying.

i) Ensure that all the School Staff follow the School Behaviour and Anti-Bullying Policies.

j) Ensure that any incidents are recorded; The deputy head deals with and keeps a record of playtime incidents which are shared with class teachers and appropriate staff- she monitors incidents for patterns of behaviour and contacts parents as required.

k) Review the School Anti-Bullying Policy and its degree of success.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Badgerbrook Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying behaviour allegations and incidents to staff.
2. Staff will make sure the target is, and feels, safe.
3. Appropriate support by peers or adults will be put in place. to help the target(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on and improve the situation.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the child bullying that their behaviour is unacceptable.
9. The child who is bullying may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the child/children understand and change his/her/their behaviour.
12. In cases of bullying behaviour, the incidents will be recorded by the Headteacher, Deputy Headteacher or Assistant Headteacher.
13. In cases requiring it, parents will be informed and will be invited to come into school for a meeting to discuss the problem. Some incidents may occur away from school premises and parents are encouraged to let staff know if this is happening,
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed with staff involved in the welfare of that pupil.
16. The anti-bullying Governor will present a report on serious bullying incidents to the Governors.
17. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes (stay with class teacher or do extra work)
- Stand outside the Headteacher's office
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be removed from class and work in isolation
- Report to the Headteacher or Deputy Headteacher

- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion
- Report to the Headteacher or Deputy Headteacher

Strategies for the prevention and reduction of bullying

All members of staff know how to report concerns using our 'Behaviour incident form' system. CPD is undertaken by the anti-bullying champion and information is regularly disseminated amongst staff.

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy. The surveys will be analysed by the Anti- Bullying Coordinator and fed back to staff and pupils.
- Producing an anti- bullying charter in consultation with the children to be displayed around the school
- Each class agreeing on their own set of class rules
- Making National anti-bullying week a high profile event each year
- Awareness raising through regular anti-bullying assemblies
- PHSE from Reception to Year 6 used to support this policy
- Circle time on bullying issues when required
- Prominently displaying anti-bullying posters produced by the children around the school
- Regular reminders about the confidential 'Worry' box zone where children can write and post their concerns and ideas to a named teacher.
- Playground teams with the power to make awards to those playing kindly or fairly- Badger buddies to support
- Using praise and rewards to reinforce good behaviour through our 'Good to be Green' initiative
- Encouraging the whole school community to model appropriate behaviour towards one another.
- 'No outsiders' work undertaken throughout the school from Foundation Stage to Year 6.
- All children and staff are aware of our ethos of equality and diversity and promote this through a scheme of work designed to meet the requirements of the Equality Act (2010). Through our 'No Outsiders' work we aim to prevent bullying based on all of the protected characteristics of this act –
 - Age
 - Gender reassignment
 - Being married or in a civil partnership-being pregnant or on maternity leave
 - Disability
 - Race including colour, nationality, ethnic or national origin
 - Religion or belief
 - Sex and sexual orientation

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Parental feedback will be sought on the policy and the policy will be shared with providers of on-site pupil activities. Questionnaires completed by the whole school community, together with concerns posted in the 'Worry' box and bullying incident forms will be used to gauge the effectiveness of the policy. Following a two year review any amendments will be made to the policy and it will be made available on the school website

The Anti-bullying policy was reviewed in March 2021. It will be reviewed at least 3 yearly in line with the school's policy review schedule.

The lead teacher for Anti-bullying is Mrs H Kirk

Signed:  Chair of Governors

Date: 10 March 2021