

Anti-Bullying Policy

Introduction

At Birklands Primary school we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn and progress to their full potential, in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, we would want all pupils to feel confident to seek support from an adult and know that incidents will be dealt with promptly and effectively. We would expect that anyone who knows that bullying is happening will feel safe and confident to tell an adult.

This policy should be read in conjunction with the following school policies;
Behaviour, Health and Safety, PSHE, Equality Safeguarding and Acceptable Use Policy.

Objectives of Policy

- For all governors, teachers, non-teaching staff, pupils and parents to have an understanding of what bullying is.
- For all governors, teachers, non-teaching staff, to know what the school policy is on bullying, and follow it when bullying is reported.
- For all pupils and parents to know what the school policy is on bullying, and what they should do if bullying arises.
- For the school to take bullying seriously.
- For pupils, parents and staff to be assured that they will be supported when bullying is reported.
- For all stakeholders to understand that bullying will not be tolerated.

Definition of Bullying

Bullying is the repeated use of any action or behaviour with the intention of hurting another person (child or staff member) either physically or emotionally. Bullying results in pain and distress to the victim.

How does bullying differ from other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent.

Bullying can be in the form of

- Direct Verbal Bullying (e.g. name calling, threats, insults and nasty teasing)
- Physical Bullying (e.g. hitting, kicking, damage to belongings)
- Relational Bullying (e.g. rumours, social exclusion, offensive graffiti)
- Cyber-Bullying (e.g. text messaging, emailing, chatlines, Facebook, Messenger services)
- Bullying can also take place in the presence (virtually or physically) of others who become 'bystanders' or 'accessories'

Specific types of bullying might include

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

There is no hierarchy of bullying and all forms of bullying are taken equally seriously and dealt with appropriately.

Reporting and Responding to Bullying

Our school has a clear system to report bullying, this includes those who are victims of bullying or have witnessed bullying behaviour (bystanders).

Children

If a child feels that they are being bullied, they will need to take the following actions;

- Report the incident to their class teacher or an adult they can trust (all adults will then talk with the class teacher).
- The teacher will talk to the children involved to find out the severity of the incident.
- If necessary, restoration work will take place with the children involved (social groups, letter writing etc.).

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Follow up conversations will take place between the class teacher and the children involved a week after the incident.

In cases of severe bullying, the incident will be logged on a Bullying Incident form, placed in the ABC file (kept by the class teacher) and parents will be informed.

If the bullying persists then the head teacher will be informed by the class teacher and then the head teacher will take the necessary actions (see Behaviour Policy).

If a criminal offence has been committed, the police may be informed.

If someone thinks they have seen a bullying incident then they are to take the following actions

- Report the incident to the nearest adult.
- The adult will then report the incident to the class teacher and the class teacher will then investigate and take necessary actions (see above).
- If the bystander sees it happen again then they are to report it to an adult who will then contact the class teacher again (necessary actions will then be taken).

Actions for a parent/carer who feels their child is a victim of bullying

If a parent/carer feels that their child is a victim of bullying then they need to take the following actions

- Discuss the incident with the child's class teacher.
- The class teacher will then investigate and take necessary actions (see above).
- The class teacher will then contact the parent/carer about the outcome of the investigation.
- If the parent/carer feel that the incident has not been investigated thoroughly then they are to talk the class teacher once more.
- If they feel it is still not resolved then they are to contact the head teacher and they will investigate and take further necessary actions.

Bullying outside of school

If a child or parent/carer feels they are/their child is a victim of bullying outside of school they should

- Discuss the incident with the class teacher.
- The class teacher will investigate and take necessary actions (see above).
- The class teacher will contact the parent of the child involved with the outcome of the investigation and contact other parents where necessary.

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- If the parent/carer feel that the incident has not been investigated thoroughly then they are to talk the class teacher once more.
- If they feel it is still not resolved then they are to contact the head teacher and they will investigate and take further necessary actions.

Recording Bullying and Evaluating the Policy

All incidents reported to the class teacher about bullying will be recorded in their class ABC file (details of how it has been resolved will also be recorded). In the case of severe bullying then the class teacher will fill out a Bullying Incident form. This will be handed to the head teacher and they will file the form in the Behaviour File and take necessary actions.

Each term, the Behaviour coordinator will analyse the ABC file from each class. The coordinator will look at the number of bullying incidents being reported and look for any repeat offenders. If necessary, strategies will be put into place to prevent any persistent bullying (see Strategies for Preventing Bullying below)

The number of reported incidences will be published in the head teacher's report to the Governors. Any necessary campaigns to minimise the number of incidences will be discussed and organised by the school staff and pupil representatives.

Strategies for Preventing Bullying

As part of our ongoing commitment to the safety and welfare of our pupils we at Birklands Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

Throughout the school and the school day, many positive comments and rewards are given to children for being cooperative, friendly, helpful and kind. Designated assemblies are held to reward those children that have shown outstanding behaviour.

During most dinnertimes, adults run activities for the children

- Quiet club (indoor games)

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- Activities run by dinner supervisors
- Lunchtime sports club

Below is a list of our strategies for preventing bullying

- Within weekly PSHE lessons (these are proactive lessons on how to communicate effectively, accept diversity amongst people and other positive behaviour)
- RE lessons (accepting diversity)
- During circle time
- Focused activities during 'Anti-bullying Week'
- Thematic Assemblies
- Involvement in Healthy Schools
- Lessons on Cyberbullying and internet safety
- School Council
- Birklands Values

Staff and pupil anti-bullying training

If bullying has occurred then the strategies below are used to restore positive communication and behaviour between all involved.

- NSPCC Speak Out and Stay Safe workshop visits
- Peaceful Problem Solving (restorative practise)
- Letter/explanatory writing after incidents
- Social Groups
- Pupil Interviews

We hope that through the use of this policy, the number of bullying incidents will decrease and any that do occur will be dealt with efficiently and effectively. We hope that all pupils and staff at Birklands Primary School feel safe and confident to reach their full potential.

This policy will be reviewed and updated every two years by the staff and governors. Parents will also be asked to comment on the policies success.

This policy was last reviewed in: October 2016

Name of reviewer: Mrs H Duffy & Mr N Copestake

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