



ANTI-BULLYING POLICY

BRICKHILL PRIMARY SCHOOL

DECEMBER 2019

ANTI-BULLYING POLICY

(This Policy should be read in conjunction with the Pupil Discipline and Behaviour Policy and the Physical Intervention Policy)

Brickhill Primary School Anti-Bullying Policy outlines what the school will do to prevent bullying behaviour and if necessary, how the school deals with any perceived incidents. The school community has been involved in writing this policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The aim of this policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is defined as deliberately hurtful behaviour, physically or emotionally, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying covered by this policy are:

- Physical (e.g hitting, kicking, theft, facial and body expression)
- Verbal (e.g name calling, racist remarks)
- Indirect, (e.g cyber-bullying, spreading rumours, excluding someone from social group)
- Bullying can happen to anyone. This policy covers all types of bullying including:
 - Bullying related to race, religion or culture
 - Bullying related to special educational needs
 - Bullying related to appearance or health conditions
 - Bullying related to sexual orientation
 - Sexist or sexual bullying

Signs of bullying...

Pupils who are being bullied may show changes in behaviour, such as:

- Becoming withdrawn, shy and nervous
- Feigning illness
- Showing unusual patterns of absence or clinging to adults
- Changes in work patterns
- Lacking concentration or truanting from school
- Attention-seeking behaviour
- Poor behaviour choices
- Physical injuries
- Self harming

All school staff are aware of the signs of bullying and are expected to act promptly and firmly against it in accordance with this policy.

PROCEDURES

School

The following steps will be taken when dealing with incidents, where bullying is suspected or reported:

- The incident will be responded to immediately by the member of staff who has been approached
- The class teacher will be informed as soon as possible and a clear account will be recorded in the class behaviour log. The matter will be discussed with Headteacher.
- All staff are responsible for monitoring patterns of behaviour and reporting any concerns to the Headteacher
- If it is considered by the Headteacher that bullying is taking place, parents will be involved.
- Measures will be used as appropriate and in consultation with all parties concerned and, where necessary, outside agencies will be consulted

Pupils (including non-English speakers, pupils with disabilities, Special Educational Needs pupils)

- All pupils are encouraged to report bullying in school to an adult
- All pupils will be made aware of the range of sanctions which may be applied to bullying behaviour through the curriculum (PSHCE) and assemblies and in other appropriate situations as they occur.

1. Victim

Pupils who have been bullied will:-

- Be reassured that the matter is dealt with
- Be reassured that the situation is not their fault
- Be reassured that they, or another party, did the right thing to tell an adult about the bullying behaviour
- Be reassured that both sets of parents will be informed
- Be reassured that the situation will be monitored closely, following the incident
- Be listened to and given an opportunity to talk about what happened and how they feel
- Be given an opportunity to explore the issues of bullying and strategies for responding to such behaviour/incidents, through *Circle Time, PSHCE, role play*

All pupils are aware that any reporting of bullying behaviour will be treated seriously, sensibly and confidentially.

2. Perpetrator

Pupils who have bullied will:

- Be listened to and given an opportunity to talk about what happened and how they feel
- Be encouraged to take responsibility for their own actions
- Be given the opportunity to apologise, reflect on their behaviour and make amends

- Be made aware that both sets of parents will be informed
- Be reminded of the seriousness of the behaviour
- Be made aware that the situation will be monitored closely, following the incident

The following disciplinary steps may be taken:

- Exclusion from certain areas of the school premises, particularly during breaks and lunch times
- Limited break times/Reflection Room
- Change of class or teaching set
- Fixed term exclusion
- Permanent exclusion

Parent and Carers will:

- Know whom to contact if they are concerned about bullying
- Know about the complaints procedure
- Know where to access independent advice about bullying
- Be made aware of the school's Anti-Bullying Policy

The School Community:

In an attempt to prevent, identify and respond to bullying, the school will raise the awareness of anti-bullying through:

- participating in the Anti-Bullying Week each year, to raise the profile of the issues
- exploring suitable websites
- Playtime Buddies
- Caring Ambassadors Team (Anti-Bullying Ambassador training)
- PSHCE/Assemblies/Circle Time/School Council
- all adults modelling positive, fair, respectful behaviour towards all children and each other
- use of SEAL (Social and Emotional Aspects of Learning) material to explore related issues)
- lunch time supervisors supporting positive playtime activities
- notice boards reinforcing the message of positive play
- regularly reminding children of our Golden Rules including 'Kind Hands, Kind Feet, Kind words'
- creating and regularly referring to classroom rules
- timely and effective liaison with parents
- staff meetings to train and inform all staff including Lunchtime Supervisors to identify bullying and to follow school policies and procedure
- working with staff from outside agencies to support the school in achieving its aims
- actively creating a 'safe' space for vulnerable pupils
- the e-safety curriculum

MONITORING, EVALUATING AND REVIEWING

The Headteacher will share with the Governing Body on a termly basis the number of bullying, racist and homophobic incidents which have been reported each term.

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented through the school.

This policy has been written in consultation with:-

Pupils

Parents

School staff

Governors

Policy Reviewed and Updated..... Signed.....