



Anti-Bullying Policy

DATE RATIFIED BY FULL GOVERNING BODY: March 2011
MEMBER of STAFF with RESPONSIBILITY: Headteacher
REVIEWED: Nov 2020
REVIEW DATE: March 2022

Signed: *E J Ambrose*

Chair of Governors

adapted from the Kidscape sample policy

Bardsey Primary School Anti-Bullying Policy

Statement of Intent

It is a primary aim of Bardsey Primary School that every member of the school community feels valued and respected, and that each person is treated fairly. We are a caring community, whose values are built on mutual trust and respect for all. We are committed to providing a caring, friendly and safe environment for all of our pupils 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.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

To children, we explain that a person displaying bullying behaviour is:

Someone who likes to make others feel frightened, sad or hurt and keeps on doing it. Sometimes they do it on their own and sometimes they might gather a gang together to help them. A person displaying bullying behaviour might try to make you too scared to tell an adult about what he or she is doing.

Bullying takes many forms. It can be short term or can continue over many years. It can be mental, physical or verbal. It can take the form of deliberate, purposeful, systematic action by an individual or group against another individual or group. It can be overt or subtle intimidation. It does not include occasional fighting or falling out between friends or peers.

Bullying 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 ,such as email & internet chat room misuse Mobile threats by text messaging & calls
 - Misuse of associated technology , i.e. camera & video facilities
 - Peer on Peer
 - Transgender
 - On-line Bullying

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 is 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.

Signs and Symptoms

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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / 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

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour. This may involve encouraging the bully to see the victim's point of view by holding a meeting between the bully and victim with staff member as mediator.
6. Teaching staff should report all incidents of bullying to the Head teacher who will ensure that appropriate measures are taken re: informing other members of staff, providing extra supervision where necessary, informing and meeting parents/carers.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, internal or even external fixed term exclusion will be considered
- 3) If possible, the pupils will be reconciled using restorative practice techniques
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

Through carefully planned activities, not only in PSHE but across the curriculum and in assemblies, we are able to systematically address the issue of bullying in a variety of ways eg:

- Show examples of human behaviour (in other times and places) where consequences of peoples actions are displayed
- in drama and role play we encourage children to practice assertiveness and ways to relate to others: to practice ways of avoiding peer pressure to do wrong
- using stories and literature we can air ideas and alternative ways of dealing with human problems, emphasising the value of good behaviour
- by playing affirmation games we can support the child's self confidence and the ability to express themselves.

The Role of Staff

Teachers can do a great deal to promote the message that bullying is unacceptable both through our carefully planned curriculum (which systematically promotes self respect and respect for others) and in the following ways:

- deal with all bullying behaviour – ignored behaviour is seen as condoned
- provide an environment where pupils feel confident to air concerns in an atmosphere of trust e.g. circle time
- build strong relationships with the pupils
- encourage pupils in their discussion of feelings and emotions
- supervise pupils positively
- be prepared to challenge racist or sexist language
- listen to pupils and be prepared to act on their information
- work on promoting self esteem of pupils
- be on time to lessons and playground duty
- encourage assertive and non-aggressive behaviour
- encourage pupils to take on duties and responsibilities
- be firm, fair and consistent,
- do not use bullying tactics with pupils
- make frequent reference to the anti bullying policy in the classroom
- Keep aware of current government guidelines through attending appropriate CPD eg. CP Training, Prevent Training

Role of the Head teacher

The head teacher and members of the SLT maintain a high profile at all times, especially when the pupils are not in classes e.g. before and after school / playtime/ lunch time. Assemblies are viewed as opportunities to address bullying and to reinforce the policy of the school.

The head teacher ensures that all staff are actively carrying out the school's policy for anti-bullying and that they have access to any relevant literature and support materials.

The head teacher ensures that the parents and governors are familiar with the school's anti-bullying policy and are fully aware of the procedures for addressing incidents.

The headteacher ensures staff/governors are kept up to date with current government guidelines regarding safeguarding in school through providing effective CPD opportunities eg. CP Training, Prevent Training

Involving Parents

Parental support in implementing an effective anti-bullying policy is vital. We encourage parental involvement in the following ways:

- forging strong home/school links through our open door policy and Home/School Agreement
- informing parents of our policies and procedures
- encouraging parents to come into school to discuss concerns with the class teacher and Head teacher
- informing parents immediately of bullying incidents in which their child is involved.

Parents can support our anti-bullying policy by:

- taking bullying seriously and finding out the facts when told about a bullying incident
- contacting school if they are concerned
- helping children to practice strategies such as saying 'No' and walking away confidently from threatening or uncomfortable situations
- informing the school of any recent upset which might be contributing to their child's distress
- taking an interest in their child's social life at school / online activity at home
- arranging to meet their child if they are threatened on their way to or from school
- checking that their child is not indirectly inviting the bullying by deliberate, repeated unsociable behaviour e.g. name calling
- encouraging children not to strike back
- being aware of signs and symptoms of bullying

Equal Opportunities

Bullies pick on the most vulnerable children, sometimes individuals, sometimes groups, and it is not always possible to identify who might be seen as vulnerable. Children of different racial groups, with differing beliefs, with physical disability or Special Educational Needs may be most obviously vulnerable. The school takes all incidents seriously and makes it clear that any victimisation is unacceptable and will not be tolerated. All racist remarks are recorded by the Head teacher. All staff are made aware of the dangers of radicalisation and are coached in how to monitor effectively. No incidents of bullying will be lightly dismissed or ignored.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.