

BRUNSWICK PARK PRIMARY SCHOOL



ANTI-BULLYING POLICY

September 2016

_____ Head Teacher

SEPTEMBER 2016: Date

Anti-Bullying Policy

This policy outlines what Brunswick Park Primary School will do to prevent and tackle bullying. We are committed to providing a caring, friendly and safe environment for all our children so that they can learn in a relaxed and secure atmosphere. We are committed to developing an anti-bullying culture whereby no bullying, including bullying between adults or adults and children, is tolerated.

Our school will:

- Monitor and review our anti-bullying policy and practice on a regular basis, ensuring that all governors and staff know what the school policy is on bullying, and follow it should bullying be reported
- Support all staff to promote positive relationships to prevent bullying, and identify and tackle any bullying behaviour appropriately and promptly
- Ensure that all pupils and parents know what the school policy is on bullying, and what they should do if bullying occurs
- Reassure parents/carers and pupils that they will be supported if bullying is reported. Bullying is taken very seriously by the school
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn will work with the school to enforce the anti-bullying policy
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively so that they feel safe to learn
- Support all pupils through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other

The definition of bullying is *'behaviour by an individual or group, repeated over time, which intentionally hurts another individual or group either physically or emotionally'* (DfE Preventing and Tackling Bullying, October 2014). Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or by perceived differences. Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)

- Bullying of young carers, children in care or bullying otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology – for instance, cyberbullying via text messages or the internet

Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours over a sustained period of time. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps and sending offensive or degrading images by mobile phone or via the internet.

At school we have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the morally right way to behave. Values of respect for staff and other pupils, an understanding of the value of education and a clear understanding of how our actions affect others permeate the whole school environment and curriculum and are reinforced by staff through the our 'High Five' rules-

1. **Follow instructions from an adult the first time:**
Courtesy and co-operation
2. **Treat others as you would like to be treated:**
Respect
3. **Move around the school sensibly and safely:**
Care
4. **Look after everyone's belongings and equipment:**
Consideration
5. **Be a positive role model:**
Commitment

Our school's response to bullying does not start at the point at which a child has been bullied. Our school staff are proactive in gathering any information about issues between pupils which might provoke conflict, and in developing strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies.

Strategies to prevent the occurrence of bullying behaviour Brunswick Park School

We will:

- Ensure all staff are aware of and follow the school's Behaviour Policy;
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all;
- Actively provide opportunities (through PSHCE / Values Based Education) to develop pupils' social and emotional skills, including their resilience;
- Provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns;
- Challenge practice which does not uphold the school's values; for example, tolerance, non-discrimination and respect towards others;
- Consider all opportunities for addressing bullying in all its forms throughout the curriculum (stories, drama and role play) including a range of additional approaches such as through displays, assemblies, events, and through the work of the School Council;
- Update and evaluate our approaches regularly to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- Train all staff to identify all forms of bullying and to follow the school's policy and procedures (including recording and reporting incidents);
- Gather and record concerns and information about bullying incidents and issues proactively so as to develop strategies effectively to prevent bullying from occurring;
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- Work with other agencies and the wider school community to prevent and tackle concerns;
- Celebrate pupils' success and achievements to promote and build a positive school ethos.

Pupil Involvement

We will:

- Gather the children's views regularly on the extent and nature of bullying;
- Ensure that all pupils know how to express worries and anxieties about bullying;
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaged in bullying;
- Involve pupils in anti-bullying campaigns in schools and embed age appropriate messages in the wider school curriculum;
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have;
- Make sure that key information about bullying (including policies and named points of contact if parents are worried) is available to parents/carers e.g. website, newsletter;

- Ensure parents/carers know about the school's complaints procedure and how to use it effectively;
- Ensure all parents/carers know where to access independent advice about bullying;
- Work with all parents/carers and the local community to address issues beyond the school gates that may give rise to bullying;
- Ensure that parents/carers work with the school to role model positive behaviour for pupils.

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour and Discipline policy
- Complaints policy
- Safeguarding and Child Protection policies
- e-Safety (Online Safety) and Acceptable Use policies
- Curriculum policies such as PSHCE and Computing
- Staff Code of Conduct

Procedures for all staff dealing with Incidents when bullying is suspected or reported:

- Staff will intervene immediately when bullying is reported;
- Staff will investigate – listen to all parties and witnesses;
- The incident will be recorded and passed to a member of the SLT, who will interview the children concerned;
- The child being bullied will be made aware that the incident will be dealt with swiftly;
- Parents/carers of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour;
- Parents/carers of the child being bullied will be informed and/or invited to meet with an appropriate member of staff;
- A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour;
- Staff will monitor the behaviour of both "bully" and "victim", and all staff will be alerted to watch out for further occurrence.

The first priority will be to support the victim. Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice;
- Reassuring the pupil and providing support;
- Helping to develop strategies to prevent re-occurrence;
- Restoring self-esteem and confidence.
- Sanctioning in line with the school's behaviour policy; for example, removal of the bully

from the playground or classroom, time out in another class or with a senior teacher or exclusion from playtime or lunchtime. In some cases, a fixed term exclusion may be instigated.

Sanctions will be applied as appropriate to those children who are bullying. These may be a removal of privileges or removal from the playground for a period of time in order that the victim may play safely in the knowledge that the bully is not present. Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern, developing an understanding of the impact of their actions on the victim, and helping them understand that what they have done is wrong and that they need to change their behaviour;
- Informing parents/carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support.

Organisations to support and provide additional guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mentalhealth-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk LGBT (lesbian, gay, bisexual, and transgender)
- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational