



Jesus said 'I have come so that you might have life - life in all its fullness' St John's gospel Chapter 10, verse 10

Brill Church of England School Anti Bullying Policy

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| <u>Policy Reviewed</u> | <u>Sept '18</u> | <u>Sept 2019</u> | | | |
| <u>Policy Owner</u> | <u>L.White and D.Baker</u> | <u>L.White</u> | | | |
| <u>Signed Headteacher</u> |  |  | | | |
| <u>Review date</u> | <u>Sept '19</u> | <u>Sept 2020</u> | | | |

Aims of this Policy and Procedure Document

This Policy and Procedure document describes what is meant by bullying, and sets out the responsibilities of staff, parents and children as well as the procedures that should be followed to ensure that any incidents of bullying are dealt with swiftly and appropriately.

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another person or group either physically or emotionally. Bullying can take many forms (for instance verbal, physical, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between individuals or perceived differences.

This policy runs alongside the Behaviour Policy and it should be noted that bullying is considered to be a serious issue. ***If a case of bullying is identified, the school will ensure that the parents of all children involved are notified.*** It is important that all cases of bullying are sensitively managed and the outcomes are communicated in a clear and confidential manner.

Anti-Bullying Strategies

The school prides itself on its positive ethos and the supportive and caring learning environment that everyone in the school community works hard to maintain. Additional strategies are employed to help all children develop the social skills that support safe and caring relationships;-

- A well-structured PSHE programme for each year group
- Clear, simple rules and high expectations of behaviour (see Behaviour Policy)
- A culture in which everyone is encouraged to model the Golden Rules and Christian Values

Reporting Bullying

Children, Parents and Staff are made aware that bullying will *not* be accepted and that it is essential to talk about anything that is causing an individual to feel unhappy, anxious or angry. Children are encouraged to tell an adult. They are assured that the situation will be dealt with quickly and carefully. This emphasis on 'tell, tell, tell' throughout the school enables situations to be handled at an early stage. Before the more serious effects of long term bullying can take hold.

Responding and Dealing With an Incident

It is important that the response is immediate, effective and fair. All incidents should always be referred to the Headteacher.

The stages for dealing with the incident are:-

- Listen, support and take the problem seriously.
- Investigate - listen to the child and the others involved ***separately***.
- Use the TED methodology - 'Tell me... Explain to me... Describe to me...'
- If the incident is considered to be a part of a bullying pattern of behaviour, parents will be informed
- A clear factual report will be made (see appendix 1).

- Set in place a plan to resolve the situation including all parties involved.

If unhappy with the way in which an incident has been dealt with parents or guardians should follow the schools Grievance Policy, copies of which can be supplied on request from the school office.

Links to other Policies

Brill C of E Combined School is committed to safeguarding and promoting the welfare of children and young people. This policy acknowledges that to allow or condone bullying may lead to consideration under Child Protection Procedures. For further information please refer to the Child Protection Policy.

This policy, together with the Behaviour Policy, will be brought to the attention of all parties regularly. It will be held, with all curriculum and general policies, in the Policy File, which is available to view in the school office.

The policy will be monitored and reviewed annually by both staff and the Governing body and any alterations will be circulated to all parties concerned.

The policy will be reviewed alongside the Behaviour Policy at the start of each academic year.

BRILL C E COMBINED SCHOOL
BULLYING INCIDENT REPORT

Date: Where: When:

Who was bullied?

By whom?

What happened? (Who saw, who reported, others involved etc).

What did you do?

What sanctions or what outcome?

Review date:

Headteacher's Signature:

Parents' Signature:

The form should be shown to those involved and placed on the pupil(s) file(s) and in the Anti-Bullying file