



Biddick Primary and Nursery School

Anti-Bullying Policy

This policy will be developed and implemented in consultation with the whole school community, including pupils, parents/carers, staff and governors.

SIGNATURES

Pupil Power Representatives and Pupil Members of Behaviour, Discipline and Anti-Bullying Working Party:

Anti-bullying Coordinator:

Governor with Responsibility for Anti-bullying:

Headteacher:

Review Date:

Contents

What is bullying?	3
Why are we against bullying?	3
Types of bullying	4
Signs and symptoms of bullying	4
What causes bullying?	5
How can we prevent bullying?	5
Why is it important to respond to bullying?	6
Pathways of help	6-7
Bullying Incident Report Form	8
Useful Contacts	9

Policy Aims

This policy is an extension of our Behaviour and Discipline Policy. It has been developed in consultation with pupils, parents, governors and staff, with specific input from the Behaviour, Discipline and Anti-bullying Steering Group.

Our overriding aim is to prevent and deal with behaviours defined as bullying and to promote an ethos, where bullying is regarded as unacceptable. The action detailed in this policy will support staff in creating a safe and secure environment, in which everyone is able to live, learn and work.

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

Why are we against bullying?

As a rights and respecting school (Level 1), children's rights are central to all we do. Bullying of any kind is unacceptable because every child has the right to:

- Say what they think should happen and be listened to (Article 12);
- Not be harmed and should be looked after and kept safe (Article 19);
- Relax and play (Article 31);
- Learn and go to school (Article 28);
- Become the best that you can be (Article 29);
- Follow your own religion (Article 14);
- Have a name and nationality (Article 7);
- Use your own language (Article 30).

We strive to provide a calm, safe and nurturing environment for learning, where we have the responsibility to ensure that members of our community feel happy, secure, valued and respected. (Vision and Mission Statement)

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. All members of staff at BPNS are aware of these possible signs and will investigate if the person:

- Is frightened of walking to or from school or changes route
- 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
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

What causes bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target

How can we prevent bullying?

We will foster a clear understanding that bullying, in any form, is not acceptable and we will do this by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Setting good examples of positive relationships.
- Regular praise of positive and supportive behaviour by all staff through our reward systems.
- Regular promotion of the Rights and Respect Agenda.
- Using Pastoral Care System, Year 6 Buddies and Rainbow Club
- Work in PSHE lessons, which develop empathy and emotional intelligence.
- Identifying areas and times where bullying is most likely to occur and using this information to minimise opportunities for it to take place.

When? Playtimes, lunchtimes, lining up times and transition times.

We will ensure that corridors, cloakrooms and toilets are manned during transition times.

Where? Between yards, behind Y1 classroom, corridors, cloakrooms, toilets.

When on duty, members of staff will ensure that they have these areas within their sight.

- Encouraging children to speak to an adult if they are experiencing or have witnessed bullying.
- Ensuring that any incidents are treated seriously and dealt with immediately.

Why is it important to respond to bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Our school will respond promptly and effectively to reported incidents of bullying.

RECOMMENDED PROCEDURES IN SCHOOL FOR REPORTING BULLYING

PATHWAYS OF HELP

Step 1

Student personally approaches: Buddy/Peer Mentor/Pupil Power Representative/Class Teacher/Support Staff or Non Teaching trusted member of the school.

Self-referral by pupil using a 'worry box' in classrooms.

Bullying is observed by adults/children in school

Bullying is reported by Parent /Carer or other third party.

Step 2

Anti-bullying Co-ordinator and HT are informed.

Pastoral care is put in place.

All members of staff are made aware of the situation and children are observed closely.

Class teacher / Headteacher meet with pupils to discuss incident(s).

I identify suggested ways forward for both parties

Short review time

Parents are informed.

Incident is recorded and appropriate actions taken.

Step 3

Pastoral Care is continued.

Discussion/Interview with all parties.

Formal Meeting with Parents led by Headteacher / Anti-bullying Co-ordinator

Use suggested and agreed actions/strategies.

Step 4

Member of SLT directs to a variety of help strategies e.g. mediation/counselling, peer mentor/buddy support/circle of friends or external agencies e.g. CAMHS/Behaviour Intervention.

Step 5

Headteacher and Chair of Governors and inform/seek advice from LA Head of Inclusion services.

In line with our Complaints Procedures, if you are not fully satisfied, please discuss your concerns with the Headteacher.



BULLING INCIDENT REPORT FORM

Date/Time	Location	Pupils Involved
Description of incident		
Action Taken		
Signed		

Links to other policies:

Behaviour and Discipline Policy
E-Safety Policy
Race Equality Policy
Equal Opportunities Policy
Health and Safety Policy
PSHE and Citizenship Policy

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen.
www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents

