

What we believe about bullying

At Birchfields, we deeply believe that every child has the right to feel valued, cared for and safe. Our mission statement says:

We will give our pupils excellent, challenging and enjoyable opportunities to gain the skills they need to achieve success in life. These pupils will relish challenges, want to learn about the world and will be confident in their own abilities. We will grasp every opportunity to learn ourselves and improve our own effectiveness. We will be inspired by the world of education and we will have a passion for providing the very best deal for our pupils and their parents. We will ensure that for our pupils, their days at Birchfields will have a positive and lasting impact on the rest of their lives.

Praise and encouragement, understanding and patience foster a positive environment where children have a good sense of identity and self-esteem and can 'think big and aim high'.

B Force (the School's Council) wrote this Policy and presented it to the staff, parents and Governors to ensure a wide and thorough understanding of the need to tackle bullying and create a safe and caring environment for all children.

What is bullying?

Bullying is when someone repeatedly and intentionally hurts another child physically or verbally over a period of time. It is picking on another child and making them sad, on purpose, over and over again.

What forms does bullying take?

- Physical - hurting someone, physical contact with another child, kicking, hitting, punching, slapping, spitting
- Emotional - constantly hurting someone's feelings, ignoring them, tormenting them, leaving them out
- Verbally - shouting, name-calling, teasing, being abusive about someone's family
- Lying and spreading rumours
- Cyber bullying - internet based bullying - mobile phone, chatrooms, messenger, Facebook, Instagram, sending photos, SnapChat
- Racist, homophobic and discriminatory - Calling people 'gay' or 'black' and 'retard'

Children have defined racism as:

Intentionally hurting someone or their feelings because of their skin colour, beliefs, religion, country, nationality, culture, traditions, accent or language.

Why is it important to respond to bullying?

- ❖ To make us feel safe and happy at school
- ❖ To make us feel valued and equal
- ❖ To help us learn
- ❖ To help us respect everyone as we grow up

Objectives of this Policy

- To ensure that there is a zero tolerance approach to any issues of bullying in school
- To ensure all staff are aware of what discriminatory action looks like
- To ensure all members of school life, including parents and governors, understand what bullying looks like and why it is wrong
- To ensure children know what to do if they feel unsafe
- To ensure bullying is recorded and monitored and steps taken to overcome any issues
- To ensure victims and perpetrators of bullying are supported and helped in school
- To make it understood that everyone needs to take responsibility for bullying

Signs and symptoms of bullying

We think that children who are being bullied might show some of these signs or symptoms. Adults should be aware of these and should investigate them further:

- Person doesn't look happy
- Is often found crying
- Has physical marks on their body - scratches, cuts, bruises
- Appears depressed
- Gloomy
- Is very quiet
- Doesn't want to talk
- Is very shy
- Starts acting badly/inappropriately
- Is alone a lot
- Doesn't like coming to school
- Not confident

We do not want any child at Birchfields to feel like this so

- We use the 5 finger strategy
- Think Room and Intervention Programme of events throughout the year
- Antibullying week
- Consequence Chart
- Awards for children who do the right thing
- Housepoints
- Always Awesome Rules
- Communication charter
- Information home to parents
- Policy written by children, for children
- Training for staff
- Antibullying work on display around school
- Anti-bullying Ambassadors who receive national training

What happens at our school if bullying is discovered?

- An investigation to gather information will be undertaken to ensure fairness and accuracy
- All parties involved will be seen by the Deputy Headteacher and an appropriate course of action, using the Consequence Chart as a guide, will be decided upon.
- The child will be put on report and their behaviour monitored if they are found to have been bullying another child
- Parents will be invited to discuss the matter
- Work will be done with the victim to ensure they feel safe for the future
- Work will be done with the bully to ensure they know how to correct their behaviour - this will be decided on an individual basis
- There will be a restorative justice/reparation process to repair relationships
- Incidents will be reported to the governing body
- Behaviour Log will be monitored regularly by the Deputy and Governors

The Policy has links to:

Behaviour policy

This policy has been written using DFE guidance 'Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies.' It complies with section 89 of the Education and Inspections Act 2006 and the Equality Act 2010.

This policy will be reviewed annually.

Policy ratified March 2016

Review due March 2017