



ANTI-BULLYING POLICY

Member of staff responsible: PSHE co-ordinator

Statement of Intent

Brimington Junior School is a large, maintained school for approximately 320 pupils aged 7 – 11. There is a broad social mix and children come from a variety of family backgrounds. Most children are White British with a small percentage of children from other ethnic backgrounds. There is an above average number of children on the special needs register.

At Brimington Junior School 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 a persistent and deliberate act by individuals or groups who use their power (age, position, size, etc) to upset, scare or intimate someone else. Bullying results in pain and distress to the person being bullied, not only at the time of the attack but also at the thought of future attacks. Children who bully may often feel bad about themselves, want others to like them or even just find it fun.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- 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

The simplified definition of bullying understood by the children is; STOP (several times on purpose). This will be introduced during the 'Welcome to Brimington' topic in Year 3 and will be reinforced in subsequent years.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who bully need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of 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 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. Staff to listen to accounts from all involved in the incident and decide whether or not it is bullying (See Definition). If it is see step 2, if not refer to Behaviour Policy.
2. Staff to record incident on Bullying Incident Form, outlining the nature of the incident, all children involved and their role in the incident.
3. Staff to pass Bullying Form to Headteacher. Explain fully what has happened and who is involved.
4. Head to involve parents of child doing the bullying in a meeting with a Governor present. The nature of the incident to be discussed and the probation period to be introduced. Head to make it clear to parents that should this bullying behaviour occur again during the probation period that their child will be excluded.
5. Head to contact parents of the child being bullied and explain how the incident is being dealt with.
6. A probation period, agreed by the Head, Governor and parents, (to be decided on age of child/nature of bullying) to take place to monitor the behaviour of the child doing the bullying. During this period if the bullying behaviour takes place again the child doing the bullying will be excluded. If the incident does not occur again then this good behaviour will also will shared with parents.
7. School to provide positive PSHE work to reconcile the children involved in the bullying.

Outcomes

- 1) The child doing the bullying will be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered.
- 3) If possible, the pupils will be reconciled.
- 4) Parents will be kept fully informed of what has happened and how it has been dealt with.
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use PSHE work with the children to help prevent bullying. This will include:

- dealing with low level incidents before they develop into bullying
- writing a set of school rules
- completing behaviour booklets
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about bullying
- having discussions about bullying and how it affects people involved
- sending leaflets to parents on dealing with bullying

Monitoring and Evaluation

This policy will be reviewed regularly by the PSHE co-ordinator, in consultation with the Governing Body, Headteacher, staff, parents and the ABC scheme.

Dissemination of the policy

All staff members, parents and governors will receive a copy of this policy.