

Peterborough Diocese Education Trust

Barby Church of England Primary School



Anti-Bullying Policy

Committee Approved:

Date: 1st June 2015

Reviewed:

Reviewed:

Barby CE Primary School **Anti-Bullying Policy**

Rationale

Everyone at Barby School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their maximum potential. Bullying of any sort prevents this happening and prevents equality of opportunity. It is everyone's responsibility to prevent bullying happening and this policy contains guidelines to support this ethos. We have zero tolerance of bullying here.

This policy is written in line with the Personal Social Health and Economic Education (PSHEE), Child Protection, Behaviour and the Acceptable Use Policies.

To further support this, Barby School is part of the Northamptonshire's Anti-bullying Accreditation Programme.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help maintain an anti-bullying ethos in the school.

This document outlines how we make this possible at Barby School.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.
- Governors, staff, parents and pupils will be involved in the review of this policy.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

What is Bullying

It is the continued use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist/Cultural/Religious:** racial/religious/cultural taunts, graffiti, gestures
- **Sexual/Homophobic:** unwanted physical contact or sexually abusive comments, because of, or focusing on the issue of sexuality.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing
- **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
- **SEN/Disability:** any form of cruel taunts regarding any learning difficulty or impairment

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out" through PSHE and SEAL.

Actions to Tackle Bullying

Prevention is better than cure so at Barby we will be vigilant for signs of bullying and always take reports of incidents seriously. Teachers will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils, Staff and Parents have a responsibility to report incidents of bullying. Pupils are told that they must report any incidents of bullying to an adult within school, and that when another pupil tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

The action to be taken in this school to deal with bullying is the seven point 'no blame' approach which is detailed below.

- 1. We take an account from the victim and **really listen**. The circumstances are not particularly important but its effects are. Feelings are noted down and the victim is allowed to express these at length, pictures or writing may be helpful.*
- 2. We convene a meeting of those involved in bullying. Where one or two are the chief instigators, then we include observers, or those who colluded by failing to intervene.*
- 3. We explain there is a problem for the victim and then recount their own story in a clear way so that the distress is described.*
- 4. We do not attribute blame but state that we know that members of the group are responsible and can do something about it.*
- 5. We ask all the group members if they can make some suggestions about ways in which they might help. We ask for ways in which the story of the victim could be given a 'happy ending'. All the ideas are listed and then we leave it there. We do not go on to extract a promise of improved behaviour.*
- 6. We arrange to meet each person involved in about a week to find out how things are going.*
- 7. Children are encouraged to understand that they have the choice of keeping or breaking a rule and it is their own action that affects Throughout this process we convey our belief that the young people involved are not 'bad' (condemn the act not the person) and are capable of kind behaviour and that they will help the victim.*

Procedures

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. In very serious incidents the Police may become involved.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may be used. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

Various strategies can be applied if more than one pupil is involved in bullying another eg role-play, other drama techniques and Circle Time.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Using a buddy system, such as Playground Pals, or peer counselling possibly with pupils who already hold a position of responsibility, such as School Council members or House Captains, can also be beneficial.

Outcomes

When the incidents have been investigated and dealt with, each case will be assessed and action taken. Action would fit in with our discipline policy.

Prevention

Barby School uses various methods for helping children to prevent bullying. These include:

- *An annual Anti-bullying week with follow up sessions involving the whole school.*
- *Encouraging children to understand right and wrong (from entry into the school).e.g. through 'Collective Worship' and SEAL work.*
- *Lessons/discussions around an area of bullying within Personal Social Health and Economic Education.*
- *Discussions regarding e-safety within ICT lessons, annually and as necessary throughout the year (inline with the Acceptable Use Policy).*
- *Link with other schools and agencies through the Northamptonshire Anti-bullying Accreditation Programme.*
- *The pupil notice board to advertise support organisations.*

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for (further repeated) incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school) see behaviour sanctions. A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded as necessary through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never solve a problem and will prolong the period a victim has to suffer. Whilst there is little history of bullying at Barby, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we call on outside resources such as the Behaviour Support Service to support our action.

Bullying Incident Report Form

Name of PupilYear Group

Date

Details of incident

Incident reported to

Action taken

Signed by

Pupil

Class teacher