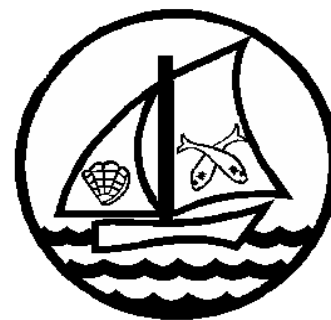


BRIGHTLINGSEA SCHOOLS ANTI-BULLYING POLICY



INTRODUCTION

This policy applies to Brightlingsea Infant School and Nursery and Brightlingsea Junior School.

Bullying affects everyone, not just bullies and the victims. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out without some action being taken.

Our schools believes that nobody has the right to hurt other people by hitting or kicking them, calling names, spreading rumours about them or by doing anything else which is intended to be upsetting. All children have a right to learn in a supportive, caring and safe environment without fear of being bullied. The school has a clear policy on the promotion of positive behaviour. Bullying is wrong and it will not be tolerated in our schools.

AIMS

At Brightlingsea Infant School and Nursery and Brightlingsea Junior School we aim to :

- Promote a supportive, caring and safe environment where children can learn, free from threat, harassment and any type of bullying behaviour.
- Take positive action to prevent bullying from occurring through clear school policies on Personal and Social Education and Positive behaviour.
- Respond effectively to all forms and degrees of bullying including incidents associated with discrimination involving race, disability, gender, religion.
- Foster positive partnerships between pupils and parents in promoting school expectations of behaviour to maintain a bully free environment.
- Make staff aware of their role in fostering the knowledge and attitudes which are required to achieve the above aims.

CO-ORDINATION

The Headteacher has overall responsibility for the management of the policy. Individual members of staff are responsible for ensuring that procedures identified in this policy are implemented and incidents identified by

observation and parent or child reporting are recorded and notified to the Headteacher.

SCHOOL BASED PREVENTION AND PROCEDURES

Prevention

The School has introduced several strategies towards creating a bully free environment, these are :

- Providing an appropriate level of supervision during potentially problem times, for example playtimes.
- Discussing through P.H.S.E lessons and circle time aspects of bullying, forming positive relationships and respecting each other.
- Implementation of a behaviour policy, supported by rules and strategies which are reinforced throughout all aspects of school life by all staff.
- Use of teaching materials which promote positive images of different gender, racial and impairment groups.
- Use of a Reward System to raise the self esteem of each child.

Procedures

Each person (school staff, parent, witness, victim) has a role to play in creating a bully free environment. Everybody concerned needs to work together in partnership to deal promptly and seriously with the situation.

In the event of a racist incident, specific reporting requirements are required and the response will be determined by a thorough investigation. Full details of these procedures can be found in the school Race Equality Policy.

The School Staff

All members of school staff need to be vigilant and report any incidents of possible bullying. Mid-day supervisors have the important role of informing senior members of staff of their observations and concerns related to the lunch time period.

Incidents that have been observed or reported by children or parents will be recorded on the 'Anti-Bullying Log' with strategies recorded for prevention. A review period will be set to review the plan. A copy of the plan will be sent to the Headteacher. The Headteacher will contact parents half termly to ensure that the plan is working. The Anti-Bullying Log is contained as Appendix A.

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. Help, support and counselling will be given as is appropriate to both the victims and the bullies. We will arrange for external support if identified.

If any degree of bullying is identified we support the victim in the following ways :

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- Promptly investigate the incident and keep the victim and parents informed of what the school is doing.
- Inform the victims parents / guardians.
- Resolve the situation clearly and decisively, so that the bullied person does not feel punished in any way.
- Offer continuing support when they feel they need it.
- Use of the Support Group approach in collaboration with the TASC team.
- Arrange for them to be escorted to and from the School premises (if necessary).

- We also discipline, yet try to help the bullies in the following ways :

- Talk about what happened, to discover why they became involved.
- Inform the bullies' parent / guardians.
- Continue to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- Take one or more of the seven disciplinary steps described at the end of the policy to prevent more bullying.

The Parents

Parents are in a prime position to be aware of changes in their child's behaviour and question them about it. Some strategies which parents can use in this situation are :

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to the normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.

- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, so that they will not be afraid to ask for help.

The Witness

You do not have to be a victim to act. If you do nothing when you see someone being bullied the bullies may think that you approve of what they are doing. Part of the fun that bullies get comes from the reaction of bystanders. Witnesses can help by :

- Taking action – watching and doing nothing looks as if you are on the side of the bully.
- Challenge all bullying behaviour – if you feel you can **or**
- Tell an adult immediately – teachers have ways of dealing with a bully without getting you into trouble.
- Do not be, or pretend to be friends with a bully.
- Befriend younger or new children – if you see a person who is being bullied ask if they would like a friend.

The Victim

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you. Remember that your silence is the bully's greatest weapon.

As a victim you have certain rights. You have the right to :

- Tell about being bullied without being penalised.
- Be listened to sympathetically.
- Have a person in authority investigate incidents and act on what is discovered.
- Get feedback as soon as possible.
- Have the bully made aware of what their behaviour has done to the bullied person.

If you are being bullied there are ways to help yourself whilst teachers investigate what is going on :

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG**.
- Be proud of who you are. It is good to be an individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends / people. There is safety in numbers.
- Be assertive – shout 'NO'. Walk confidently away. Go straight to a teacher or member of staff.

- Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent / guardian first.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.

Disciplinary Steps

The school takes bullying seriously and will be prepared to use one or more of the following actions to eliminate bullying :

1. The bully will be warned officially to stop offending.
2. Informing the bullies' parents / guardians.
3. A report card is issued and behaviour is monitored.
4. The bully may be excluded from the playground at break and/or excluded from the premises at lunch times .
5. We may arrange for them to be collected to and from the School Office.
6. If they do not stop bullying they will be excluded for a minor or major fixed term period (up to five days).
7. If they will not end such behaviour, they will be recommended to the Governing Body for permanent exclusion.

ANTI-BULLYING LOG

Date	Name of Child	Incident	Actions taken

Plan written by:
Date:

Review Date Agreed

Date of Headteacher Contact

Brightlingsea Schools – Anti-bullying Policy
Approved by Governors – September 2017
Next Review – September 2020