

## BROUGHTON MOOR PRIMARY SCHOOL ANTI-BULLYING POLICY

The ethos of the school seeks to promote and demonstrate that all those within the school have the right to feel valued, happy and secure in an environment, which regards intentional harm from others as unacceptable. Intentional harm is bullying and may consist of physical and verbal abuse, harassment and incitement of others to victimise and individual. These who feel subjected to such intentional harm will be supported by the school. As a school we recognise the damage that can be caused by such behaviour to an individuals feelings of self worth and their attainment and achievement. We also recognise that whole school must seek to minimise bullying by positive action when incident occur and promotion of an anti-bullying environment.

### **The school's policy intends to promote:**

- That all pupils are fully included in all aspects of the life of the school.
- A positive learning environment for all pupils.
- An environment which allows pupils to feel safe and happy.
- An effective response to all instances of bullying.
- Support to those who have been bullied.
- An awareness that all are involved and obliged to pursue the aims of the policy.
- To meet any legal obligation which rest with the school.

Bullying is defined by the school as deliberate, intentional harm which is repeated and difficult for a victim to defend himself or herself against.

- It may be physical.
- It may be verbal (name calling, insulting and offensive remarks and persistent teasing).
- It may be indirect (spreading gossip, rumours, stories and sending messages of the same).

Bullying is regarded by the school as an anti-social act in itself and is not in anyway defined by the victim's characteristic or background. In all cases it indefensible and pupils and parents must accept the school will not tolerate it. Where the bullying is of a racist nature it will be reported to the LEA on the Racial Incident Report Form. These matters are regularly drawn to the attention of the children via collective worship, class council meetings and circle time. Ways and strategies of combating bullying are also discussed and taught.

Children are encouraged to report to their teachers any incidents of bullying which happens to them or are witnessed by them. An 'informing' culture is encouraged alongside that of supporting the victim.

Class teachers keep records of bullying incidents and the children involved which can be traced back when required to identify patterns and common elements. Where a matter persists despite strategies being implemented by the class teacher, it will be brought to the attention of the head teacher for further action. The school, after investigating issues will decide upon the action to be taken including the involvement of parents when required.

The school will ensure all staff are made aware of the importance of identifying bullying when supervising children and the means of reporting and recording any such incidents or concerns to ensure a suitable response.

The type of response will depend upon the individual issue and the children involved. Due reference will be made to current DfE Guidelines and any further advice from them.

When required we draw upon the resources of the LEA specialist services in this matter for both training and advice. The school has a separate behaviour policy which details the ways in which the school promotes positive behaviour and complements the contents of this policy.

### **The school will support those are bullied:**

- They will be reassured that they do not deserve to be bullied and they are not to blame for the actions of those that bully them.
- They will be reassured that reporting the incident was a correct course of action and encouraged to talk about their feelings.
- The school will investigate the matter and ascertain the extent of the problem.
- The next step will be discussed with the victim, choices about how the matter may be resolved and what needs to be done to ensure they feel safe.
- They will be asked to report any further incidents and assured the school will persist with further intervention until it does.
- The school will involve friends and older pupils to act in a peer support way.

### **Investigation will**

- Involve interviews with pupils concerned, separately if necessary, recognising different versions of events.
- Interviews with witnesses will be conducted if required.
- Reinforce the message that bullying will not be tolerated and should always be reported.
- Pupils will be invited to resolve their own issues where possible to ensure a commitment to positive action.
- Investigations will be followed by 'check-ups' to ensure compliance with agreed solutions.
- Support the pupil to devise self-help strategies to prevent similar future occurrences.

The school has a range of sanctions contained within its behaviour policy, which may be used in matters relating to bullying. However, before any are applied the school, in partnership with all those involved will exhaust the measures designed to mediate and resolve issues in a positive way. Only in the last resort will exclusion from the school be used.

### **Responsibilities**

- Everyone in school is expected to act in a respectful and supportive way to one another and to adhere to and support the objectives of this policy.
- Pupils are expected to report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Parents should help by supporting our anti-bullying policy and procedures and encouraging their children to do the same. Also parents are expected to co-operate fully with the school when issues arise which involve their child.
- The school also recognises that whilst it is not directly responsible for bullying that occurs off the premises it will seek to resolve such matters by discussing them with the outside agencies concerned. If pupils of the school are involved then the school considers it has the right to implement actions and sanctions and will discuss the matter with its legal services department.

If parents feel that a matter has not been dealt with in a satisfactory manner then they should take it up with the head. If this leaves the matter unresolved then they will be advised of the Complaints Procedure which the school holds and a copy of which will be given to them.

### **Monitoring**

The school will monitor the number of bullying incidents on an annual basis by collating the records from all teaching staff and other sources.

Due regard will also be taken of the views of pupils each year via the school council and circle time sessions.

Absence patterns will also be investigated as being the possible result of bullying.

Parents' views and those of adults who work in the school or visit the school will also be noted.

This information will be used to make judgements on the success of the policy and help to assess the training needs of the teaching staff and support staff, including mid-day supervisors. The Head will report such judgements of the Governing Body.

This policy will be reviewed in July 2020

Signed: 

Dated: September 2018

Mr P Brotherhood Head Teacher