

Bugthorpe CE Primary School

Anti-Bullying Policy



Function	For information and guidance	
Status	Recommended	
Audience	Parents, governors, Headteacher, teachers, support staff, volunteers, Website	
Ownership	The Headteacher and Governing Body have overall responsibility for ensuring that this policy is implemented.	
Version	1	
Date Approved by Governing Body		
Date for Review	Annually, as part of the group of Safeguarding policies	
Signed by Chair of Governors		Date:

BUGTHORPE CE PRIMARY SCHOOL ANTI-BULLYING POLICY

Introduction

We believe that every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported. There is no place for bullying in our school and each one of us at Bugthorpe has a role in creating a culture where bullying is not tolerated. We recognise the negative impact bullying has on the educational experiences and wider development of children. Bullying has no place anywhere in our school community, and this applies both to the bullying of pupils and staff.

Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community.

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.

Our aims

To raise awareness of bullying and to encourage all children and adults not to accept or be involved in acts of bullying.

For all staff, parents, pupils and governors to know the school policy on bullying and follow the agreed procedures if bullying does occur.

To assure parents, staff and pupils that we take bullying seriously and that they will be supported when bullying is reported.

What is Bullying?

Our agreed definition of bullying is

“The intentional, repetitive or persistent hurting of one person or group by another where the relationship involves an imbalance of power.”

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 racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing 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

Incidents of bullying can include:

- Name calling including racist and homophobic remarks
- Malicious gossip/spreading rumours
- Damaging, hiding or stealing property
- Coercion into acts they do not wish to do
- Violence and assault or threats of violence
- Pinching/kicking/hair pulling
- Jostling/tripping up

BUGTHORPE CE PRIMARY SCHOOL ANTI-BULLYING POLICY

- Teasing/Taunting
- Intimidation
- Extortion
- Excluding from the group and preventing others from including the victim
- Damaging school work and equipment
- Saying work is rubbish
- Blaming

What causes bullying?

Bullying occurs in children of all ages from all social and ethnic backgrounds, cultures, races and sexual orientation.

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)
- Victim of violence
- Enjoyment of power/creating fear
- Copying behaviour at home or on T.V.

Signs of distress

- Withdrawn
- Deterioration of work
- Complaining of feeling ill
- Isolation/Playing alone/not being chosen
- Desire to remain with adults/staying with teacher at playtimes
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrivals
- Bed wetting
- Dirty clothing
- Is aggressive
- Stops eating

Recording monitoring and evaluating behaviour

All reports of bullying are recorded on a Behaviour Record which are available around school and are passed on to the Headteacher to report to Governors. A record of the result of any investigations and outcomes of the incident are kept for future reference.

BUGTHORPE CE PRIMARY SCHOOL ANTI-BULLYING POLICY

What we do at Bugthorpe to prevent bullying.

We regard bullying as serious and will take firm action against it.

Our aim is to reduce the incidence of bullying and to help pupils develop skills to keep themselves safe.

- Clear school rules. As well as our school rules we make it clear to pupils that
 1. If you see bullying happening and do nothing (bystander role) you are condoning it
 2. You are responsible for your own behaviour
- SEAL
- Using paired and small group work to encourage pupils to work together
- Discussing friendships and conflict resolution in Circle Time and PSHE lessons
- Peer mediation – at the beginning of each academic year, peer mediators are recruited and trained in restorative justice.
- Ensuring adequate supervision levels at breaktime
- Raising awareness of all staff, including lunchtime supervisors of areas where bullying is likely to occur
- Identifying “hot spots” e.g. toilets, “blind spots” and queues
- Highlight and praise good behaviour and caring
- Staff being available to listen to pupils
- Working with parents and families
- Using Anti-bullying week in November and assemblies to raise awareness supported by anti-bullying displays.
- Encouraging assertiveness
- Discouraging other pupils from joining in and encouraging them to seek help.
- Discussing the role of the bystander and their responsibilities

What happens at our school if bullying is discovered?

Procedures

1. It is important to tell someone so that the school can help
2. All reported incidents of bullying or threats of bullying are taken seriously and are investigated in the first instance. Depending on the seriousness of the incidents a range of actions and / or sanctions will be used.
3. Peer Mediators may be used to deal with minor upsets but ongoing issues will be dealt with by staff.
4. All incidents of bullying will be recorded on Behaviour forms available around school
5. We will talk to the pupil being bullied to reassure them that the situation is being dealt with, to emphasise that they must report any further incidents immediately, and offer any support necessary
6. We will discuss the bullying behaviour with the child who has had an allegation made against them and make clear that the school will not tolerate any further incidents. We will also make clear the sanctions that may be applied if the bullying continues.
7. Parents of the child(ren) who has had an allegation made against them will be contacted and invited into school to discuss their child’s behaviour and to make clear that a zero tolerance policy is being adhered to. Parents will be invited into school again to review their child’s behaviour on a weekly basis until we are confident that the bullying behaviour will not be repeated.

As a result of these discussions clear expectations are laid down as to:

- Expected behaviour and attitudes;
- Where the child should be at specific times of the day;
- Who they should keep away from:

BUGTHORPE CE PRIMARY SCHOOL ANTI-BULLYING POLICY

The school may arrange a meeting between the bullied child and the child accused of bullying and their parents / carers with a mediator to try to resolve the situation.

Outcomes

1. The person doing the bullying may be asked to genuinely apologise when they fully understand how they have hurt the person being bullied. This may include a written apology.
2. Sanctions that may be applied to the child carrying out bullying:
 - Loss of playtime
 - Restricted playtime
 - Removal to another area of the school
 - Being put on school behaviour report
 - Internal exclusion
3. In serious cases of bullying or repeated bullying there is a real risk that the bully may be excluded for a fixed term in the first instance.
4. If possible the pupils will be reconciled through restorative practices.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Advice to staff about recognising and dealing with bullying.

- Always notice and challenge unacceptable behaviour. (This could be the end of the incident).
- If the behaviour continues or is repeated, inform class teacher and other colleagues.
- Be vigilant on the playground.
- If a child reports an incident, listen.
- Be careful not to over-react.
- Monitor the situation and stress that watching is being supportive.
- Reassure the victim and give praise for reporting the incident.
- Ask the bully to see the point of view of the other person.
- Make it plain you disapprove of the bullying behaviour.
- Try to prevent a recurrence of the incident.

All bullying allegations and incidences should be referred to the Headteacher or deputy DSL who will make the decision whether to contact parents.

The Role of Parents

Parents have a vital role to play in their children's education. It is very important that parents support their child's learning and co-operate with the school. The school seeks to work collaboratively with parents, so that children receive consistent messages about how to behave at home and at school.

We expect parents to behave in a reasonable and civilised manner towards all school staff. Incidents of verbal or physical aggression to staff by parents/guardians/carers of children in the school will be reported immediately to the headteacher who will take appropriate action. If the school has to use reasonable sanctions to punish a child, parents should support the actions of the school. If parents have any concern about the way that their child has been treated, they should initially contact the class teacher. The headteacher may then be involved and, if necessary explain the reasons for the sanctions being applied.

Parents should **not** encourage their child to "hit them back" as this will most likely to inflame the situation and make matters worse. Parents should always tell their child to report any incidents of bullying so that school staff can act quickly to deal with the situation.

**BUGTHORPE CE PRIMARY SCHOOL
ANTI-BULLYING POLICY**

This can be implemented if the bullying takes place in school time. However, bullying can take place off the school premises and out of school hours.

It can also happen within the home.

School staff can only deal with incidents within our jurisdiction and we will refer pupils/parents to other support networks for out of school incidents.