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Approved by Governors June 2019

Bradleys Both Community Primary School and Brads Before and After School Club

Anti-Bullying Policy

1. Aims

The aim of our anti-bullying policy is to:

- Clarify for pupils and staff what bullying is and that it is always unacceptable.
- Explain to staff, students and the school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- Provide a secure, safe, stimulating, positive and mutually respectful and inclusive environment for learning.

Bradleys Both Community Primary School also intends:

- To involve the children's School Council in any planning, discussion and dissemination of any work related to anti-bullying.
- To have in place an anti bullying support system, that all staff and students understand and apply the system consistently.
- To regularly monitor and review the policy with the full involvement of staff, students, parents/carers and the wider school community.

2. Vision

Our vision at Bradleys Both Community Primary School is to have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school.
- Helping pupils towards an understanding of what is right and wrong.
- Supporting everyone in forming good relationships with adults and peers.

We believe that pupils should be involved in the implementation, monitoring and review of an anti-bullying policy.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying.

3. Definition - What is bullying? Bullying is the abuse of power.

Bradleys Both Community Primary School adopts the following definition of bullying:
Bullying...

- is hurtful, threatening, harmful and disrespectful behaviours. Bullying incidents involve a bully or bullies, a victim or victims and bystanders.

- can include behaviours, which hurt, threaten or frighten another person or group of people.
- can be unprovoked, can happen again and again and sometimes can continue for a long period of time.
- is hidden and often victims do not tell about their experience for complex reasons.
- reflects the misuse of power with one or more people victimised by the bully or bullies.

Bullying behaviours can include physical, social and psychological aspects such as:

- Name-calling, taunting, mocking, making offensive comments.
- Kicking, hitting, pushing, fighting.
- Taking, stealing or damaging belongings with threats.
- Gossiping, spreading hurtful and untruthful rumours.
- Socially excluding people from groups, e.g. not talking to them, excluding them from activities.

Bullying is harmful to all involved, not just the bullied. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns or lack of concentration. Bullying can result in long-term outcomes of self-doubt, lack of confidence, low self-esteem, depression, anxiety and self-harm.

Other concerns, that might not necessarily easily fit into these headings, will be nevertheless taken seriously e.g. being picked on, taking advantage of another person.

Bradleys Both Community Primary School is aware that it is a possibility that the bully may be an adult and will follow child protection procedures where this is the case.

4. Practice and Procedures

What we do to prevent bullying:

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

Encouragement to tell

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means bullying is likely to continue.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules, which support the whole school policy.
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model.
- Raise awareness of bullying through stories, role-play, discussion, peer support, school council, PSHCE, RE and Citizenship.
- Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management.
- The Headteacher is responsible for the monitoring of the policy.

Parents / Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school.
- Be informed about and fully involved in any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

Governors

We expect that governors will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken and to be aware of the effectiveness of this policy.

Pupils

We expect that Pupils will:

- Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise (e.g. via Student council, circle time etc).
- Be involved in the monitoring and review process for this policy.

- Feel confident that everything is being done to make the school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Reacting to a specific incident:

School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately.
- A clear account of the incident will be recorded and given to the Headteacher.
- The Headteacher will interview all concerned and will record the incident.
- Parents of the bully and the person being bullied will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned. Sanctions may include loss of time from the children's University of Bradley activity, missing break or another activity, formal letter home from the Headteacher, meeting with staff, parent and/or child, pastoral support plan, exclusions.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the class teacher or a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have been a bully or bullies will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong and the need to change.
- Informing parents or guardians to help change the attitude of the pupil.

Parents

- Parents of both the bully and the person bullied are informed of what has happened, and how it has been dealt with.
- Records of these discussions should be minuted by a third person and filed.
- Failing face-to-face discussion, parents/carers will be informed of any incidents by letter.

Child protection

Child protection procedures should always be followed when concerns arise

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. Trends and strategies will be analysed for inclusion in the Headteacher's reports to governors.

The member of staff with responsibility for this policy is the Headteacher.