

Bleakhouse Primary School Anti-Bullying Policy

Rationale

The school recognises that bullying is a serious issue. We recognise the damage it can cause to the education of the victim, the perpetrator and the pupil body as a whole. All children at our school are entitled to be safe, to be respected and to enjoy the environment around them. They have a right to receive their education in an environment free from fear, abuse and without the threat of bullying. This policy is a result of consultation with parents, children, staff and Governors. It is further informed by Preventing and Tackling Bullying (DfE, 2012) and the Equality Act (2010).

Definition of Bullying.

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or in cyberspace.

Children's Commissioner, 2017

At Bleakhouse Primary School we believe that **bullying** is when children threaten, hurt or frighten other children **Several Times On Purpose**. Those children who are bullied often find it difficult to defend themselves against repeated attacks or often prefer not to retaliate.

It is **not** bullying when children fall out with each other or hurt someone accidentally. Where there is 'considerable cause to suspect that a child is suffering, or is likely to suffer, significant harm' the school will address the issue as a child protection concern as described in the Children's Act (1989).

Forms of Bullying.

Bullying can take many forms but the five main types are:

- **Physical**- Hitting, kicking, taking/damaging belongings.
- **Verbal**-Name-calling, insults, racist remarks, remarks about disabilities/differences.
- **Indirect**- Spreading rumours/stories about someone, excluding children from social groups, gesturing/body language.
- **Cyber**- threatening e-mails, abusive text messages, comments as listed under verbal above on social networking sites.
- **Homophobic/Racist/Disability**- these can take any of the above forms.
- The school also recognises there are additional groups such as young carers who can also be subjected to bullying.

Objectives.

- To ensure that pupils, parents, Governors and staff are aware of the school's policy on bullying.
- To reduce the instances of bullying throughout the school.
- To develop an ethos which promotes the acceptance, tolerance and respect of individual differences.
- To provide strategies for dealing with instances of bullying, both for the victim and the bully.
- To ensure that incidents of bullying are reported so they can be investigated and recorded in line with this policy.

Prevention

In order to reduce incidents of bullying the school will:

- Develop a school ethos that promotes tolerance and respect of all,
- Participate in Anti-bullying activities every year to promote the school's Anti-bullying Policy,
- Deliver anti-bullying lessons in PSHCE, other relevant subject areas and assemblies,
- Deliver training to staff on the Anti-bullying Policy and other associated issues,
- Have displays that provide an Anti-bullying message,
- Train *Play Leaders* annually.

Guidelines.

- Pupils' awareness should be raised about the issues around bullying through the following processes: PSHCE, Assemblies, The Curriculum, Bully Box, Children's Anti-bullying Policy and School Council.
- The school will consult regularly with parents, children and members of staff about the issue of bullying and how to address the problem.
- It is important that all children understand that bullying in and around school is taken seriously and is acted upon. Members of staff to whom an incident of bullying is reported must make a note of it / include it on the lunchtime list, deal with it as appropriate and report it to a senior member of staff if necessary.
- Children who are bullied should be made aware of the mechanisms by which they can report the incident. They are:
 - directly to the member of staff on duty,
 - to their classteacher,
 - through a friend or with a friend,
 - through the bully box,
 - via their School Council Rep,
 - via a *Play Leader*,
 - to a Prefect
 - to any member of staff they feel comfortable with.
- Children who witness incidents of bullying are made aware of the mechanisms by which they can report the incident (see above).
- When an incident of bullying is reported by parents this will be recorded and investigated. Parents will be informed of any action taken.

- Cyber Bullying- The Education Act (2011) allows teachers to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.
- Staff, governors, pupils and parents will be made aware of the following strategies for dealing with instances of bullying.
 1. Following initial investigation, the incident and the bully's name will be entered in the Behaviour Log or Lunchtime List. At this point those children involved will be seen by the classteacher or the teacher on duty so that further investigations, sanctions and support may be instigated. Sanctions will involve the loss of playtime and/or privileges. The victim may be invited to have some input into the sanctions decided for the person who bullied them. Bystanders to any bullying will also be spoken to discuss their behaviour and the need to report incidents of bullying.
 2. A second instance of bullying will result in the child being seen by the Assistant Head or Deputy Head. At this time the victim will also be seen separately/together for the purposes of clarification and to offer support as necessary. Parents may be informed at this stage.
 3. If there are three instances of bullying by the same child then that child will be seen by the Head who will arrange to inform the child's parents *as appropriate*. This will be recorded using the school recording system. Further instances may result in the exclusion of the bullying pupil.
- All parties will be made aware of the following support strategies for those children who are involved in instances of bullying.
 1. Teachers/Support Staff counsel the victim looking at coping strategies and assertiveness training. They may arrange a letter of apology from the perpetrator of the bullying. After consultation with parents referrals to external agencies may be made.
 2. Teachers/ Support Staff counsel the bullying pupil to look for strategies to help *them* modify their behaviour.
 3. Individual behaviour programmes/ SEND Records may be used or, after consultation with parents, referrals for to external agencies may be made.
 4. Work with whole class or group.
 5. Encourage the use of the Bully Box.
 6. Named persons to report incidents to.

Conclusion

An Anti-Bullying Policy provides guidance on what children should do if they feel they are being bullied. It highlights the processes involved in dealing with children who bully whilst offering support for those who are bullied. This policy is also supported by the Behaviour Management Policy and the Safeguarding and Child Protection Policy.

Monitoring and Evaluation

This policy will be reviewed annually through staff meetings, Governors' Meetings and the school council. This will be completed in line with monitoring and evaluation policy of the school.