

Burnt Tree Primary School



Anti-Bullying Policy

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| Signed by Chair of Governors Committee |  |
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BURNT TREE PRIMARY SCHOOL

ANTI-BULLYING POLICY

Rationale

Burnt Tree Primary 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. The aim of Burnt Tree Primary School's anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment free from fear and without the threat of being bullied. Bullying is a form of anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. This policy is 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

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. We believe that bullying is when children threaten, hurt or frighten 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. Bullying can take many forms but the five main types are:

- physical (hitting, kicking, taking/damaging belongs)
- verbal (name calling, racist remarks, remarks related to gender or use of homophobic language, remarks about disabilities/differences)
- indirect (spreading rumours, excluding someone from social groups)
- Cyber (through use of social networking sites and text messaging)
- Sexist, sexual and transphobic bullying

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, lacking concentration or truanting from school. At Burnt Tree School pupils are actively encouraged to report bullying.

All school staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

It is important to note that not all hurtful behaviour is bullying, though it is still unacceptable and will be dealt with, in line with the behaviour policy.

Objectives

- To provide a safe and caring environment, in which our children can thrive.
- To support the children in understanding that all types of bullying are unacceptable, and that any incidents of bullying will be dealt with seriously.
- To reassure our children that they will be listened to and any concerns will be acted upon.
- To listen to parents' concerns and keep them informed of any updates.
- To ensure that pupils, parents and staff have a good understanding of what bullying entails, and the different types of bullying.
- An investigation will follow any reports of bullying.
- To take appropriate action, following any bullying incidents, in line with the Behaviour Policy.
- To monitor any incidents of bullying and report these to the Governing Body.

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 PSHE, 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 playground buddies annually.
- The family support worker is available throughout the week to talk to any children who have concerns, to lead circle of friends groups and other social groups when needed.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

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.

Support for victims and bullies

In conjunction with the victim and their family, we will consider appropriate support through our SEMH provision. The main focus will be to restore the victim's self-confidence and to reiterate the importance of voicing any future concerns. The victim will have a named person, who will monitor key periods and speak to them regularly. Restorative work will take place with the bully, to ensure they understand that all forms of bullying is completely unacceptable and they understand both the consequences and impact of their actions.

Strategies for dealing with bullying

A range of strategies will be used to reduce the risk of bullying, through raising awareness of what bullying is and the different forms of bullying. The importance of positive relationships and friendships, will also be promoted through the Relationships and Health Education curriculum. Children will be taught what to do if they are being bullied or if they are aware that this is happening to another child, as well as the impact of being a bystander in any incidents. Staff will also be observant for early signs of distress, which may be an indicator of bullying.

When dealing with bullying, the staff will follow these guidelines:

- Always demonstrate a caring and listening approach;
- Never ignore suspected bullying;
- Do not make assumptions of what may have occurred and keep an open mind;
- Listen carefully to all accounts from all parties;
- Adopt a problem-solving approach;
- Follow up proven cases, to check that bullying has not returned; and
- Keep detailed records

Following any complaint of bullying, an investigation will take place, and records will be kept on CPOMS. The outcome of the investigation, will determine the appropriate sanctions, in line with the Behaviour Policy.

The procedures will be initially followed by the class teacher, then a member of the senior leadership team, when they become aware that bullying may have taken place.

1. Discuss the nature of bullying with the victim, keeping detailed records of all of the facts.
2. Identify the bully/bullies and any witnesses.
3. Speak to the witnesses for their accounts, again keeping records.
4. Discuss the alleged incidents with the bully/bullies, inform them of the allegation and ask them to tell the truth about the incident.
5. If the bully admits the incident(s), make it clear that bullying is not acceptable at Burnt Tree Primary, and the impact that it has on the victim(s). Apply appropriate sanctions, in line with the behaviour policy.
6. If the bully denies the allegation, continue to investigate. If there is sufficient evidence that bullying has occurred, apply appropriate sanctions.
7. Inform the parents of both the victim and the bully. Bullying sanctions will be in line with the school Behaviour Policy

Bullying off the School Premises - Burnt Tree Primary School is not directly responsible for bullying off the school premises. However, if the victim and bully are pupils at our school, action will be taken, including informing parents. If a bullying incident has occurred with a child from another school, Burnt Tree will liaise with the other school to ensure there is no reoccurrence. In these circumstances, support work will be completed with our children, whether they are the victim or bully.

Bullying directed towards protected characteristics

Burnt Tree Primary will not tolerate any bullying, including any that is directed towards an individual's race, gender, religion, sexual orientation or disability. The school will take preventative action, including educating and celebrating differences, and challenging stereotypes. Racial bullying will not be tolerated and any incidents will be treated with firmly, this includes verbal abuse, threats, physical attacks or inciting racism in others. Racial incidents of bullying will be reported to the Governing Body. Additional strategies to prevent and deal with racial bullying, include developing children's understanding of ethnically diverse issues, and to educate the children on the similarities and differences to their own lives. Sexual bullying can impact on both genders, and different sexual orientation. This can include name calling, inappropriate comments (including those about appearance or puberty), inappropriate and uninvited touching and inappropriate innuendoes and propositions. Additional strategies to prevent and deal with sexual bullying include educating children on developing healthy and positive relationships and the changes that will occur during puberty. Children with special educational needs or disabilities (SEND) are often at greater risk of being bullied, and are not always able to communicate clearly their concerns to others. Staff will not bring undue attention to children with SEND, compared with other children. Additional strategies to prevent and deal with SEND bullying include where appropriate, addressing and educating differences, including those related to appearance or ability.

Cyber Bullying

Children can be bullied through the use of technology, such as mobile phones, social media and gaming. This type of bullying, can occur when they are alone, and they may not realise what is happening to them. Incidents of cyber-bullying, will be dealt with in the same way as other forms of bullying.

What is Cyber-bullying?

- Cyber-bullying is the use of Technology (particularly mobile phones, social media and gaming) to deliberately upset someone else.
- Cyber-bullying can take place at any time, and be in perceived safe places, such as their home.
- Cyber-bullying can take place between different groups, for example different age ranges.
- Bystanders can also become involved in bullying, by forwarding inappropriate messages or images.
- Some incidents of cyber-bullying can be unintentional. The perpetrator may see it as a joke and have not thought about the consequences and upset for the victim.

Preventing Cyber-bullying

- Develop children's understanding of cyber-bullying, including the impact it has on victims.
- Develop children's understanding of how to stay safe online, through e-safety work.
- Work with parents to support them in keeping their child safe around ICT, including legal ages for playing different games.

Effects of Bullying

If a child is being bullied some of the signs that may be displayed are:

- Reluctance to attend school;
- Damage to clothing or possessions;
- Losing more items than 'normal'
- Unexplained bruises or injuries;
- Being afraid to go outside during break and lunch times;
- A change in behaviour, for example: becoming withdrawn or becoming outspoken or loud;
- Deterioration in school work or presentation, including poor concentration;
- Self – harm to themselves or possessions.

This is an exemplar list of signs and symptoms to look out for. Further information for parents and carers can be found on <http://www.nspcc.org.uk/preventing-abuse/child-abuse-andneglect/bullying-and-cyberbullying/signs-symptoms-effects/>

Records

- All reported incidents of bullying will be investigated, dealt with and recorded on CPOMS.
- Records of incidents will be used to track pupils through school.
- All incidents are categorised according to the type of bullying which gives a clear picture of patterns of behaviour.

Roles and Responsibilities

The school staff and Governing Body will build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff.

The school staff and Governing Body will promote the well being and ensure the safeguarding of all pupils in school.

The school staff and Governing Body will behave with respect and fairness to all pupils, carrying out the anti-bullying and equalities policies.

The school staff and Governing Body will provide a consistent response to incidences of bullying and hurtful behaviour whatever its nature or motivation.

Pupils

Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with an appropriate member of staff who will:

- reassure the pupil
- offer continuing support
- put in place measures to restore self-esteem and confidence
- in extreme cases, they may be offered external services (EG inclusion/counselling)

Pupils who have bullied will be supported using a range of strategies such as:

- discussing what happened
- using a worry box
- establishing the causes
- recognising that certain behaviours are inappropriate
- working with parents or carers to encourage more appropriate responses

The following steps may be taken:

- warnings
- exclusion from playground at playtimes and/or lunch times
- fixed-term exclusion following LA guidelines
- permanent exclusion following LA guidelines

We ask our parents and carers to:

- Model appropriate behaviour at all times within the school grounds
- Report to the school any concerns regarding pupils involved in bullying
- Support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination.

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 must be read in conjunction with the school's Behaviour policy and Exclusion policy.

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 by all staff.