



Boorley Park School

Anti-Bullying Policy

Statutory Policy

Initial Policy: April 2019

Policy Updated: -

Next Review: April 2020

Key Person: TLH

Principles:

We believe that:

- Bullying is a serious matter
- We all have a shared responsibility for the safety and welfare of all our pupils
- Every pupil has the right to feel safe and secure

We regard bullying as the willful and conscious desire to cause hurt to another person.

We recognise that bullying may be physical, psychological, social or verbal in its nature.

This policy is based on DfE guidance:

- Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies - July 2017
- Cyberbullying: advice for headteachers and school staff
- Keeping Children Safe in Education – 2018

At Boorley Park Primary School we will:

- Create a positive, caring ethos within the school where people are accepted and recognised as individuals, regardless of age, status, race, gender, class, religion, culture, mental or physical ability or personal character (Article 2 of the UN CONVENTION on the Right of the Child).
- Deal seriously and quickly with every known instance of bullying in a thorough, informed and positive way.
- Provide anti-bullying education and training for pupils and staff.
- Lead by example. Teachers will model how people should be respectfully spoken to and how to engage with each other, showing an intolerance to bullying.
- Encourage pupils to develop an intolerance towards bullying and become enlightened about bullying in all of its various forms.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focusing on the issue of sexuality
- Virtual/Cyber-bullying - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones, emails, instant messaging or social networking sites
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Most children will at some point quarrel with others. This is part of growing up and it is up to all at Boorley Park Primary School to help them understand the differences between bullying and these friendship difficulties. We do this through our planned schemes of work; circle time; thoughtful classroom management; assemblies; RE lessons and regular reinforcement of our School Rules, as well as our e-safety lessons which develop appropriate online behaviours.

Our school community has a shared understanding of bullying in its varied forms. We have adopted a problem solving approach, for intervention and a shared resolve to eliminate bullying by responding promptly and effectively to issues of bullying.

Bullying will not be tolerated at Boorley Park Primary School.

Practice –

- All cases of bullying reported to staff are taken seriously and an appropriate response is made.
- A variety of strategies will be used to modify the aggressor's attitudes and to provide victims with strategies to avoid further problems.
- Staff follow the steps outlined in process diagram.
- In most cases, bullying incidents are dealt with by class teachers or year leaders. Where persistent bullying occurs, senior staff, parents and supportive agencies become involved.

The emphasis is always on a caring, listening approach as bullies are often victims too.

If bullying is suspected, we will:

- Provide a secure environment in which incidents can be reported confidently.
- The pupil who has been bullied is made to feel safe.
- All pupils should be shown that bullying is taken seriously.
- Teachers respond calmly and consistently to incidents of bullying.
- It protects and supports all parties while the issues are resolved.
- The person who has done the bullying, and those who may have colluded, are encouraged to behave in a more acceptable way.
- Interventions are monitored and followed up appropriately at the individual, group or whole school level.

Signs and Symptoms

Children who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of bruises or torn clothing, changes in work patterns, reduced concentration or truanting from school. They may be afraid to use the internet or mobile phone, or appear nervous and jumpy when a text message is received.

Adults should be aware of these possible signs and investigate further if a child:

- Doesn't want to go to school / feels ill in the morning.
- Doesn't want to go out to play.
- Has unexplained cuts or bruises.
- Becomes withdrawn, anxious or lacking in confidence.
- Becomes aggressive, disruptive or unreasonable
- Begins to under-perform in school work.
- Reportedly cries themselves to sleep at night or has nightmares
- Has possessions go "missing".
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Boorley Park Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached.

- If this member of staff is not the pupil's class teacher, they will promptly inform the class teacher.
- A clear account of the incident, the action taken and the outcome will be recorded on CPOMs and the incident will be reported to the Headteacher.
- If appropriate, the class teacher will interview all concerned and will record the incident.
- The class teacher will promptly thereafter inform the Headteacher.
- If the allegations have been directly reported to the Headteacher, the Headteacher will keep the class teacher informed of all incidents.
- Other staff will be informed, if it is considered appropriate.
- Parents will be informed at the discretion of the most senior member of staff who is managing the incident.
- Police or other outside agencies (such as Children's Services, Primary Behaviour Support) may be contacted by the Headteacher for advice where appropriate.

The sanctions followed will be according to Boorley Park's Behaviour Policy.

Persistent bullying may lead to exclusion.

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should first contact their child's class teacher.

Pupils who have been bullied, or who encounter bullying, will be supported by:

- Being offered an opportunity to discuss the experience with a member of staff.
- Reassuring the pupil.
- Offering continuous support by staff or a group of pupils, (circle of friends).
- Restoring self-esteem and confidence.
- Children who have been bullied will be interviewed two (2) weeks after the event to ensure that the bullying has been dealt with effectively.

Pupils who have been bullying will be supported by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong-doing and need to change.
- At the discretion of the Headteacher, parents or guardians may be informed to help to change the attitude of the pupil.
- After they have been interviewed independently, if it is deemed to be appropriate, both children will be brought together by the member of staff who has dealt with the incident to facilitate reconciliation.
- Being offered support, to help the child understand and change their behaviour. The SENCo will be involved in setting up and provided additional support e.g. ELSA, Primary Behaviour Support referral, if appropriate.
- A log of all incidents is kept on the CPOMs database.

Staff will:

- Give reassurance and appropriate help to the person harmed.
- Treat every incident seriously and deal with it promptly.
- Be firm but fair.
- Indicate that bullying will not be tolerated.
- Deal in an appropriate and nonjudgmental way with the person who is responsible for the bullying.
- Involve the participants in seeking a solution.
- Ensure that punishments are appropriate.
- Explain the punishments and the likely course of action for continued behaviour of the same kind.

Involvement of Parents/Guardians:

When bullying has taken place, either in person or via mobile communication and social networking sites, it is essential to involve parents. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim.

We will ensure that:

- Parents are clear about the joint problem solving focus.
- They have been given enough notice.
- The meeting is uninterrupted.
- Parents' right to express their opinion is respected and they have an opportunity to have their say.
- The meeting is purposeful and ends on a positive note.

Strategies for the prevention and reduction of bullying

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Our 'Rights, Respect, Responsibility' (RRR) ethos and culture enables all children to learn about their rights and responsibilities with regard to bullying.

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Involving the whole school community in writing and reviewing the policy.
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
- Making national anti-bullying week ('Being a good friend' week) a high profile event each year.
- Involving parents through workshops.
- Awareness raising through regular anti-bullying assemblies.
- PHSE (Personal, Health & Social Education), P4C and E-Safety lessons and schemes of work from Reception to Year 6.
- Regular circle time.
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Introducing playground initiatives
- Cross phase buddies.
- Using praise and rewards to reinforce good behavior.
- Encouraging the whole school community to model appropriate behaviour towards one another.
- Organising regular anti-bullying training for all staff.

Parents could help by: -

- Supporting their children by allowing time for discussion about any bullying problems.
- Informing the school of any bullying concerns they are unable to deal with themselves.
- Being supportive of any action taken by the school. If clarification is needed, contact will be made via the appropriate channels.
- Being aware that staff will investigate bullying incidents properly, and all pupils are treated equally.
- Looking out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse!

- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents on the playground. In the first instance speak to school staff if you have concerns.

Linked Policies: Behaviour Policy
Exclusions Policy
Child Protection Policy
Confidentiality Policy
Equality Policy
E-safety Policy
Preventing Radicalisation and Extremism Policy
Safeguarding Policy
Relationships and Sex Education Policy
Special Education Needs and Disability (SEND) Policy
Protected Disclosures (Whistleblowing) Policy