



Anti-Bullying Policy

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Contents

1	Introduction	3
2	Policy Development	3
3	Equality, Diversity and Inclusion	4
4	Roles and Responsibilities	4
4.1	The Headteacher	4
5	Definition of Bullying.....	5
6	About Bullying.....	5
6.1	How does bullying differ from teasing / falling out between friends or other types of aggressive behaviour?	5
6.2	What does bullying look like?	5
6.3	Why are children and young people bullied?	6
6.4	Where does bullying take place?	6
7	Reporting and Responding to Bullying	7
8	Procedures for Dealing with Bullying	7
9	Recording Instances of Bullying	8
10	Links with Other Policies	8
11	Policy Review.....	8
12	Appendix 1 – What the children at Brookside have to say about bullying.....	9
13	Appendix 2 – Strategies for Preventing Bullying	10

1 Introduction

At Brookside Primary School we aim to provide a safe, caring and friendly climate for learning for all our pupils to allow them to improve their life chances and help them maximise their potential.

We would expect pupils to act safely and feel safe in school. We help them to understand the issues relating to bullying and to feel confident in seeking support from school should they feel unsafe.

We would also want parents to feel confident that their children are safe and cared for in school and incidents, when they do arise, are dealt with promptly and appropriately.

The school is aware of its legal obligations and role within the local community, supporting parents and working with other agencies outside the school where appropriate.

2 Policy Development

This policy was formulated in consultation with the whole school community with input from:

- Members of staff – through agenda items at staff meetings, consultation documents, surveys
- Governors – discussions at Governors' Meetings and training
- Parents / Carers – encouraged to contribute by taking part in written consultations and consultations
- Pupils – contribute to the development of the policy through opportunities such as the School Parliament and classroom discussions
- The Children, Families and Cultural Services department of Nottinghamshire County Council

This policy is available:

- Online at www.brooksideprimary.co.uk
- From the school office

3 Equality, Diversity and Inclusion

At Brookside School, we aim to ensure that no member of the school community experiences harassment, less favourable treatment or discrimination within the learning environment because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their religion or beliefs.

We value the diversity of individuals within our school and do not discriminate against anyone because of 'differences'. We believe that all our children matter and we value their families too. We give our children every opportunity to achieve their best by taking account of our children's range of life experiences when devising and implementing school policies and procedures.

4 Roles and Responsibilities

4.1 The Headteacher

The Headteacher has overall responsibility for the policy and its implementation and liaising with the Governing Body, Parents / Carers, LA and outside agencies. An Anti-Bullying Co-ordinator will be appointed and have general responsibility for handling the implementation of this policy.

The responsibilities are:

- Policy development and review involving pupils, staff, governors, parents / carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents / carers where appropriate
- Co-ordinating strategies for preventing bullying behaviour

The nominated governor with the responsibility for Anti-Bullying (Behaviour) is Mrs Reesha Armstead.

5 Definition of Bullying

‘Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally’

Preventing and Tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (October 2014)

6 About Bullying

6.1 How does bullying differ from teasing / falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyber-bullying. If the victim might be in danger then intervention is urgently required.

6.2 What does bullying look like?

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber-bullying – inappropriate text messaging and / or emailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours

- Excluding people from groups

Although bullying can occur between individuals, it can often take place in the presence (virtually or physically) of others who may become 'bystanders' or even 'accessories'.

6.3 Why are children and young people bullied?

Specific types of bullying include:

- Hate crime related bullying of children with special educational needs or disabilities, homophobic bullying or related to race, religion or culture
- Bullying related to appearance or health
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

6.4 Where does bullying take place?

Bullying is not confined to the school premises. The problem also persists outside school, in the local community, on the journey to and from school and may continue into Further Education.

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Bullying can take place between:

- Young people
- Young people and staff
- Between staff
- Individuals or groups

7 Reporting and Responding to Bullying

Brookside School has clear systems to report bullying for the whole school community (including staff, parents/ carers, children and young people). This includes for those who are the victims of bullying or have witnessed bullying behaviour.

Brookside School has regular assemblies and PSHE activities (as well as being involved in an annual anti-bullying week) to ensure that children, including bystanders, know who they can talk to if they feel they are being bullied or have witnessed incidents of bullying in school.

All staff receive training in identifying and reporting incidences of bullying. All staff receive training in identifying and reporting incidences of bullying. Those volunteers and visitors to the school that work alongside staff and children receive a safeguarding induction which includes recognition of bullying and the procedures for reporting its incidences.

Parents and carers are kept informed of how to report bullying to school through an open door policy and through open access to the anti-bullying policy via the school website, school office and the school prospectus.

All stakeholders are encouraged to approach the Headteacher, Mr Gary Kenny, or the designated safeguarding person, Mrs Rachel Clark, about any circumstances that may involve bullying.

8 Procedures for Dealing with Bullying

All reported incidents will be taken seriously and investigated thoroughly. Staff are aware of and follow the procedures which will include some or all of the following:

- Interview all parties concerned
- Inform parents
- Implement appropriate disciplinary sanctions in accordance with Brookside's Pupil Discipline and Behaviour Policy – (these will be graded according to the seriousness of the incident but should send out a message that bullying is unacceptable)
- Contact other agencies where appropriate
- Utilise a range of responses and support appropriate to the situation – (these may include a solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies, if appropriate)

- Liaise with the wider community if the bullying is taking place off the school premises (e.g. in the case of cyber-bullying or hate crime)

9 Recording Instances of Bullying

Bullying incidents will be recorded by the member of staff who deals with the incident and records will be stored by the Headteacher.

The information stored will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be discussed by staff during staff meetings and briefings.

This information will be presented to the Governors as part of Headteacher reporting.

10 Links with Other Policies

Policy	Why
Pupil Discipline and Behaviour Policy	Rewards and sanctions
Safeguarding and Child Protection Policy	Child protection
ICT Policy	Cyberbullying and e-safety
Equality, Diversity and Inclusion Policy	Anti-discrimination, hate crime (disability, sex / gender, homophobia, race / ethnicity, religion, etc)
Confidentiality Policy	Reporting and recording
PSHE / Citizenship Policy	Strategies to prevent bullying

11 Policy Review

This policy will be regularly reviewed by the Governing Body and updated annually in line with Brookside Primary School's Policy Schedule.

12 Appendix 1 – What the children at Brookside have to say about bullying

What is bullying?

Bullying is when you are being mean and hurtful to someone several times and on purpose.

What can we do as children to stop bullying at Brookside?

- A. Make the playground a safer place by following the Brookside Code.**
- B. Help spot bullying. Spot it when it happens and never be a bystander while it happens to someone else.**
- C. Always tell a teacher or responsible adult.**
- D. Be careful when using mobile phones, Ipads and other devices that can access the internet. Inform an adult if someone is being unkind while online or within texts.**

What can teachers do to stop bullying at Brookside?

- A. Involve parents.**
- B. Work with children who may be bullied and the bullies themselves to find a solution.**
- C. Help bullies understand that their actions are unacceptable and hurtful towards others.**

What can we do if bullying happens?

Monitor bullying to see when it may happen. Encourage children to play in groups and report any bullying.

Do not accept bullying!

13 Appendix 2 – Strategies for Preventing Bullying

As part of our ongoing commitment to the safety and welfare of our pupils, Brookside Primary School has developed the following strategies to promote positive behaviour and discourage bullying behaviour.

1. Through the curriculum and across the whole school including celebrating good behaviour and achievements such as:
 - Involvement in PSHE activities & lessons
 - Annual Anti-Bullying themed week
 - Specific curriculum input on areas of concern such as Cyber-bullying and internet safety
 - School Parliament / Pupil Parliament
 - Peer mentoring schemes and / or Playground Peacemakers and Play Leaders

2. Support for Parents / Carers
 - Parent communication
 - Parent information

3. Support for all School Staff
 - Staff training and development for all staff