

Burlish Park Primary School



Anti-Bullying Policy

DATE: September 2022

REVIEW DATE: September 2024

Burlish Park Primary School

Anti-Bullying Policy



Aims

Our policy aims to confront the problem of bullying in a positive way. This is both in terms of prevention and in the way that we react should a case arise.

Approach

A direct approach to make clear that the bullying should stop immediately is our priority. Children will be given support and reassurance and those responsible will be guided to see the consequences of their actions upon the victim.

Parents/carers will be informed at all stages of the process if bullying is identified.

Nurture intervention will follow any incident of bullying to work with both the victim and the child who is bullying another.

Each case will be dealt with individually at the discretion of staff. Incidents identified as bullying will be recorded on CPOMS. The number of incidents of bullying will be part of the Headteacher's report to the CEO.

1. Rationale

At Burlish Park Primary School, we believe that bullying is undesirable and unacceptable.

- Bullying is a problem to which solutions can be found;
- Seeking help and openness are regarded as signs of strength not weakness;
- All members of our community will be listened to and taken seriously;
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear. All of us have a responsibility to ensure that we do not abuse or bully others;
- Children should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously;
- Children should be involved in decision making about matters that concern them;
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse;
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

2. Consultation Process

This policy is the result of a process of consultation with the following groups from across our community: staff, pupils, parents/carers and advocates.

3. Review of Policy

In line with all policies, this policy will be reviewed after 2 years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this policy are children, staff, parents and carers, advocates/trustees and people from other organisations involved with the life of Burlish Park Primary School. Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review.

3. Definition of Terms

What is Bullying?

Through the consultation process, Burlish Park Primary School's understanding of bullying is: Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally and involves a power imbalance.

Bullying is not

It is important to understand that bullying is not the odd occasion of 'falling out'. Children are naturally sociable; it is vital for them to select and build friendships. The making and breakdowns of friendships are an important part of growing up. When children 'fall out' they can say and do things because they are upset. It is essential to teach children the skills to repair relationships and enable them to utilise these. If, as adults, we intervene too readily to help rebuild our children's friendships on their behalf, our children may not develop the necessary social skills. Occasionally, situations go beyond broken friendships or minor differences and on these occasions adult intervention may be necessary. It may not be bullying when people of roughly the same strength (including social strength) have a fight or disagreement. It is not bullying when a member of staff corrects a child in line with school policies, vision aims and values

5. Aims and Objectives

The aims of our Anti- Bullying Policy are:

- To assist in creating an ethos in which attending Burlish Park Primary is a positive experience for all members of our community;
- To make it clear that all forms of bullying are unacceptable at Burlish Park Primary;
- To enable everyone to feel safe while at Burlish Park Primary and encourage pupils to report incidents of bullying;
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community and, as a result, to reduce the incidents of bullying;
- To support and protect victims of bullying and ensure that they are listened to;
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change;
- To liaise with parents/carers and other appropriate members of the school community;
- To ensure all members of our community feel responsible for helping to reduce bullying.

The objectives of our Anti-Bullying Policy are:

- To ensure our whole community can evidence ownership of the school's Anti-Bullying Policy;
- To maintain and develop effective listening systems for children and staff within Burlish Park Primary School;
- To involve all staff in dealing with incidents of bullying effectively and promptly;
- To equip all staff with the skills and information necessary to deal with incidents of bullying;
- To involve the wider school community (e.g. Lunchtime Supervisors, part-time staff/volunteers) in dealing effectively with and, if necessary, referring bullying incidents;
- To communicate with parents/carers and the wider school community effectively on the subject of bullying;
- To acknowledge the key role of every staff member in dealing with incidents of bullying;
- To ensure that all incidents of bullying are recorded using CPOMS and appropriate use is made of the information, where appropriate, sharing it with relevant organisations;
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

6. 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. They must be supportive of each other, provide positive role models, convey a clear understanding that we disapprove of unacceptable behaviour, be clear that we all follow the rules of Burlish Park Primary School and support each other in the implementation of this policy. All members of the school community are expected to report incidents of bullying. All staff have a vital role to play as they are at the forefront of behaviour management and support children's sense of wellbeing. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Member of the Leadership Team Leads for Anti-bullying policies, procedures and provision: H Lindley and J Lindley.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy;
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good example and help create a positive atmosphere;
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school council, PSHE etc;
- Through the Headteacher, keep the CEO well informed regarding issues concerning behaviour management and bullying.

Through the development and implementation of this policy, Burlish Park Primary trusts that all children, parents/carers and staff will:

- Feel confident that everything is being done to make Burlish Park Primary a safe and secure environment;
- Know who can be contacted if they have any concerns about bullying;
- Feel supported in reporting incidents of bullying;
- Be reassured that action regarding bullying will take place.

Reacting to a specific incident

Recording

- All incidents, will be recorded by the school using CPOMS.
- Teaching staff and the Leadership Team will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.
- Parents of all children involved will be informed of what has happened, and how it has been dealt with.
- All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

- i) The school community need to be made aware that, when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has been taken.

School expects to support all involved by:

- Talking the incident through with all parties involved;
- Supporting the person who has been bullied to express their feelings;
- Supporting the person displaying the bullying behaviour to express their feelings;
- Discussing which rule(s) have been broken;
- Discussing strategies for making amends.

- ii) Measures will be in line with the school's Behaviour for Learning Policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable;
- Reparation of damaged relationships;
- Time away from an activity;
- Meeting with staff, parent/carer and child;
- Missing another activity;
- Formal letter home from the Headteacher expressing concerns;
- Time out from the classroom;
- Pastoral Support Plan;
- Fixed term exclusion or permanent exclusion.

iii) Safeguarding procedures will be followed when Child Protection concerns arise. Working alongside the MAT's Anti-Bullying Policy, Burlish Park Primary has a personalised approach and policy to anti-bullying.

At Burlish Park Primary, we accept the responsibility for maintaining an agreed, acceptable standard of discipline and for regulating the conduct of our children. We strive to provide a happy and safe environment for each child, where positive relationships are developed and where good learning can take place. We would not want any child or adult to become victims of bullying. We, therefore, endeavour to help all children to develop good self-esteem, the confidence to be assertive and to form good relationships with others.

There are appropriate procedures in place for dealing with persistent, difficult and disruptive behaviour. We work in partnership with parents to resolve any difficulties. We are clear that incidents of unacceptable or unkind behaviour do not automatically constitute bullying and we are clear about how we define bullying. (See below). We will challenge the term 'bullying' if it is used inappropriately by parents/carers, in our opinion, to describe an incident in school that we believe to be part of children testing boundaries or rules and developing normal childhood relationships.

What is bullying?

Bullying is **repeated or persistent** forms of the following, carried out with malicious intent involving a power imbalance. This can include online and could also occur outside of school on the journey to and from school for example.

Physical: pushing, kicking, hitting, pinching, and other forms of violence, verbal threats.

Verbal: name-calling, sarcasm, spreading rumours, teasing.

Emotional: excluding (i.e. sending to Coventry), tormenting (i.e. hiding books, threatening gestures), ridicule, humiliation.

Cyber: all areas of the internet, such as:

- email,
- internet chatroom misuse,
- instant messaging,
- mobile threats by text messaging and/or calls,
- misuse of associated technology, i.e. camera and video facilities and communication methods.

Racist: racial taunts, graffiti, gestures.

Sexual: unwanted or inappropriate physical contact or abusive or inappropriate sexual comments.

Homophobic: because of/or focusing on the issue of sexuality.

The Equality Act 2010 and Schools

Departmental advice for school leaders, school staff, trustees and local authorities

Bullying

2.19 The issue of bullying motivated by prejudice is a particularly sensitive issue.

Although the relationship between one pupil and another is not within the scope of the Act (see paragraph 1.7), schools need to ensure that all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly.

2.20 The Department for Education has published specific guidance on bullying including homophobic and transphobic bullying and bullying related to sexual orientation, transgender, disability, race and religion. This is available on [Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

The Gender Identity Research and Education Society have published 'Guidance on Combating Transphobic Bullying in Schools'. [Information for Educators – Gender Identity Research & Education Society \(gires.org.uk\)](http://www.gires.org.uk)

And Stonewall have a wealth of material on homophobic bullying on their website. [Best practice, toolkits and resources | Stonewall](#)

HELP ORGANISATIONS:

Name of Organisation	Telephone Number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0808 800 5793	www.ace-ed.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-Bullying Network	0131 651 6103	www.antibullying.net
Bullying Online	0207 378 1446	www.bullying.co.uk
Childline	0800 1111	www.childline.org.uk
Children's Legal Centre	0808 802 0008	www.childrenslegalcentre.com
KIDSCAPE Parents Helpline	(Mon-Fri, 10-4) 0845 1205 204	www.kidscape.org.uk
Parentline Plus	0808 800 2222	www.familylives.org.uk/
Youth Access	020 8772 9900	www.youthaccess.org.uk