



Burlish Park Primary School



ANTI-BULLYING POLICY

DATE: May 2018

RATIFIED BY THE GOVERNING BODY ON: March 2018

REVIEW DATE: March 2021

SIGNED: (CHAIR OF GOVERNORS)

DATE:



ANTI-BULLYING POLICY

Statement of Intent

We at Burlish Park Primary School are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to parents/carers regarding their concerns on bullying.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory/voluntary organisations when appropriate.

If you feel your child is being bullied please speak to a member of staff. Be clear whether you believe events to be friendship issues or issues of bullying.

A parent/carer should not, under any circumstances, approach or chastise the child they believe to be a bully. Please refer to our Managing abusive parents, carers and visitors to the school policy.

What Is Bullying?

The Government defines bullying as:

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

Simply put, bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** - because of, or focussing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing



- **Cyber** - All areas of internet, such as email, internet chat room misuse and instant messaging
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities and communication methods

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

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving and schools have a responsibility to respond promptly and effectively to issues of bullying.

Prevention

We will use a variety of resources to help children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.



- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated



Responsibilities

Everyone in our school community needs to work together to combat and eradicate bullying and therefore each stakeholder group has responsibilities

Responsibilities of Staff:

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (name of teacher and post, eg our designated teacher for child protection/head of pastoral care).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to any member of staff
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Allow the school to deal with incidents of bullying by the correct procedures and investigations.



- Not approaching or chastising the bully themselves. Not to use social media in order to encourage others to spark a campaign against an alleged bully.

Procedures –

1. Report all bullying incidents to staff
2. All incidents will be recorded by staff on appropriate incident form and record kept by Head Teacher
3. Staff will make sure the victim(s) feel safe and appropriate advice given
4. The bullying behaviour or threats of bullying must be investigated and any bullying stopped quickly
5. An attempt will be made, and support given, to help the person/people bullying understand and change his/her, their behaviour.
6. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
7. If necessary and appropriate, the Designated Safeguarding Lead in school, social services, LA or the police will be consulted
8. The person or persons who bullied will have to face the outcomes and consequences of their actions (as detailed below)
9. Appropriate feedback will be given to those concerned
10. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
11. Bullying incidents will be discussed regularly at staff meetings.
12. Reports on serious bullying incidents will be presented to the Governors

Outcomes

Consequences and outcomes for acts of bullying will be in line with the school behaviour policy and the seriousness and impact of the bullying, along with any previous incidents, will be considered before deciding on the level of consequence.

If a child found to have been bullying has relevant SEND or emotional difficulties these will be considered carefully before any outcome is applied although we recognise that bullying is unacceptable under any circumstance.

In each circumstance:

- 1) The bully (bullies) may be asked to genuinely apologise either verbally or written
- 2) Where possible, the pupils will be reconciled
- 3) An attempt will be made, and support given, to help the person/people bullying understand and change his/her, their behaviour.
- 4) In serious cases, suspension or even exclusion will be considered



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
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
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	http://www.familylives.org.uk/
Youth Access	020 8772 9900	www.youthaccess.org.uk