

# **BEREWOOD PRIMARY SCHOOL**



## **Anti-Bullying Policy**

**Autumn 2020**

<b>Revised by School</b>	October 2020
<b>Responsible Person</b>	Head teacher
<b>Responsible Committee</b>	Full Governing Body
<b>Ratified by GB</b>	20 <sup>th</sup> October 2020
<b>Next Review</b>	October 2023



## **BEREWOOD PRIMARY SCHOOL**

### A distinctive vision

At Berewood Primary School we see education as a journey of discovery to fire the imagination, to establish a sense of self, and to gain the confidence to take full part in the wider world.

### An ethos of local partnership

Berewood Primary School and the University of Chichester Academy Trust share the belief that education has the power to transform society. Our school is deeply rooted in its locality and encourages the involvement and interest of parents and the community, recognising that strong and vibrant communities have partnership and inclusion at their heart.

## **ANTI-BULLYING POLICY**

Berewood Primary School is a health promoting school, in which everyone is able to feel secure and happy. It is therefore important that action is taken to try to prevent bullying occurring in the first place, but should incidents of bullying occur to deal with them positively and promptly.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.

## **Bullying is unacceptable in this school and will not be tolerated.**

At Berewood Primary School we recognise that bullying behaviour can be perpetrated outside of school and may then spill over into school or can be a behaviour starting in and extending beyond the school. Staff will do whatever is possible to eliminate any such bullying. SEAL (Social and Emotional Aspects of Learning) is an integral part of our PSHE curriculum with the aim of promoting Emotional Literacy. The children are taught to recognise, understand, handle and appropriately express their emotions. The school places the child at the heart of all planning, policies, practice and ethos.

We therefore take a strong stance against bullying of any type. Bullying will not be tolerated and will be addressed.

### Aims of the Policy

We aim to create an environment where the pupils can grow and flourish without fear. Each pupil has the right to be safe in and out of school and to be protected when she is feeling vulnerable.

We aim;

- To ensure that children learn in a supportive, caring and safe environment, without fear of being bullied.
- To demonstrate that the school takes bullying seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying in the school and during off-site activities.
- To support everyone in actions to identify and protect those who might be bullied.
- To clarify for all pupils and staff that bullying is wholly and always unacceptable.
- To demonstrate to all that the safety and happiness of pupils is paramount.
- To promote an environment where children feel they can trust and tell adults if they are being bullied or know about any bullying.
- To promote positive attitudes in pupils.
- To ensure that all staff are aware of their duty of care over those in their charge and the need to be alert to signs of bullying.
- To ensure that all staff are aware of procedures through regular training.

### Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally (DfE 2011)

All forms of bullying are serious and dealt with appropriately. We understand that bullying can take place between pupils, between staff and pupils, or between staff; by individuals or

groups; face to face, indirectly or using a range of cyber bullying methods. We understand that all children have disagreements with each other and friends fall out for a time. This is not bullying.

Some of the main types of bullying can be identified:

**Physical** – hitting, kicking, taking or hiding belongings.

**Verbal** – name calling, teasing, insulting, writing or sending unkind notes or messages, including cyber-bullying.

**Emotional** – being intentionally unfriendly, excluding, tormenting, spreading rumours.

**Cyber** – email and internet chat room misuse, mobile phone threats by text, calls, social websites.

**Religious** - treating someone differently because of their faith

**Racial** - treating someone differently because of their race

### Roles within Bullying

Different roles within bullying have been identified:

- Those relying on social power, dominating others, often with group support ( ring leader)
- Others joining in and therefore afraid of the ring leader( associates)
- The awareness of a silent majority that bullying is taking place, but feeling unable to do anything about it ( bystander)
- Those who try to stop bullying ( defender)

### Signs and Symptoms

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

- is unwilling to go to school
- becomes withdrawn, anxious or lacking in confidence
- cries himself / herself to sleep at night or has nightmares/ bedwetting
- regularly feels ill in the morning
- begins to do poorly in school work
- has possessions missing
- has unexplained cuts or bruises
- stops eating
- is frightened to say what is wrong
- changes his / her usual routine

All staff should be aware of these possibilities and report promptly any suspicions of bullying to the appropriate person.

### **Bullying associated with peer-on-peer abuse**

The school believes that all children have a right to attend school and learn in a safe environment. We recognise that children are capable of abusing their peers. In most instances, the conduct of pupils towards each other will be covered by the behaviour policy. Some allegations may be of such a serious nature that they may raise safeguarding concerns and these will be dealt with under this policy and/or the Trust Child Protection Policy and in line with Keeping Children Safe in Education (2020 or later).

It is also likely that incidents dealt with will involve older students and their behaviour towards younger students or those who are vulnerable. If one or more of these factors is alleged, then it is to be dealt with using the procedure as set out in section 7 of the University of Chichester Academy Trust Child Protection Policy for Academies for the current year. The policy is available to view on the school's website.

### Roles and Responsibilities

#### **Teachers and support staff**

All staff need to be aware of;

- The broad definition of bullying
- The importance of not having a prejudiced image of which children are likely to be bullies or to be bullied
- The importance of taking any incident of bullying seriously and dealing with it in a calm manner
- The necessity of listening carefully to children's reports and considering all points of view
- The need to know where bullying might occur and to be vigilant and mobile when on duty to reduce the number of lightly supervised areas
- The importance of no child feeling he/ she is being 'picked on' or 'belittled' by an adult in the school
- The necessity of taking extra care with vulnerable children e.g. new children or those who are different in appearance, speech or background from other children

There is a log book in the staff room for midday meal supervisors to report on lunch play behaviour or to be aware of difficult or bullying type relationships between pupils. This is seen by the Head teacher regularly and any necessary action or concern is taken as soon as possible. Any significant concern is raised directly and immediately with the head teacher.

At all staff meetings a standing item relates to pupil concerns, ensuring all staff are aware of issues and can act proactively to support, monitor or intervene.

## **Head teacher**

The head teacher is responsible for the implementation of this policy and co-ordinates and monitors school responses to all incidents. She is responsible for securing all records relating to bullying issues and tracks behaviour reports to monitor patterns over time.

## **The Governing Body**

The Head teacher reports all incidents of bullying behaviour to the Governing Body (Standards and Curriculum Committee) each term. The Governing Body challenges the school to ensure that all concerns are being fully addressed and that no child is unsupported.

### Anti-bullying Education in the curriculum

- The theme of bullying is integrated into children's learning through the PSHE curriculum and using the Social and Emotional Aspects of Learning (SEAL) programme. The curriculum sets out skills, knowledge, attitudes and values to be encouraged that will prevent bullying E.g. strategies for working together, feeling valued, self-esteem and acceptable behaviour
- Friendship Week (National Anti-bullying Week) is revisited each year. There is a whole school approach with assemblies and planned class activities to raise the awareness of bullying issues.
- Children are supervised so as to minimise the possibility of bullying occurring.
- Class rules are established at the start of each year which promotes positive behaviour. These rules are referred to regularly.
- The School Behaviour Code is revisited regularly with children and parents.
- School aims and expectations are revisited at the start of each academic year, and at other times, to ensure all children know what is expected of them.
- Playground Buddies are trained to help with minor playground issues in order to avoid small problems growing into larger ones (subject to need )
- A Friendship Bench has been introduced as a place to go and find a friend who can help you.
- The Police Liaison Officers and PSCOs support the delivery of a series of lessons raising the awareness of cyberbullying including the use of mobile phones and face book as tools for bullying.
- Children are not allowed to bring mobile phones into school ( permission maybe given from the head teacher, but mobile phones are then kept in the office throughout the school day)
- Through class and group discussions, as well as talking with individuals any problems that arise both in the classroom and in the playground are tackled quickly.

### Dealing with Bullying Behaviour

If bullying incidents occur or are suspected, all staff must follow the reporting procedure as advised in the discipline section of the Management Handbook.

**The Head teacher must be advised of all such incidents.**

When the policy is reviewed the school council will discuss this policy and add their own voice;

All children in Berewood Primary School regularly learn through Friendship Week, and through our PSHE curriculum, about bullying behaviour and the damage it can do to everyone involved. In our lessons the children learn to identify the different types of bullying behaviours and explore and agree strategies that will stop it happening in our school. As children of Berewood Primary School we need to support each other and tell of any incidents of bullying that we may witness or are a part of, to someone. We know that our conversations will be taken seriously by all staff and appropriate action will be taken to stop it happening again.

In **appendix A** we have included our support strategies for children who feel they are being bullied and for those that may feel that they have witnessed bullying behaviour.

### Monitoring, Evaluation and Review

This policy was reviewed by all staff and Governors in Spring 2017, revisited annually and fully reviewed every 3 years

### Appendices

Appendix A - Information for Pupils

Appendix B - Information for Parents and Families

**Information for pupils**

**If you are being bullied;**

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away
- Don't delete any hurtful messages on your mobile or on Facebook

**After you have been bullied;**

- Tell a teacher or another adult in the school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Use the Playground Buddies or Friendship Bench, if available
- Write down the problem and put it in the class or school worry box/ listening box
- Don't blame yourself for what has happened. Bullying is wrong
- Print off and /or show any hurtful messages sent to you on your mobile phone or on Facebook to an adult

**If you see or know of bullying happening to someone;**

- Take action! Watching and doing nothing looks as if you are on the side of the bully.
- If you feel you cannot get involved, then tell an adult immediately. Adults will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with the bully until they change their behaviour.

**When you are talking about bullying, be clear about;**

- *what* has happened to you or someone else
- *how* often it has happened
- *who* was involved
- *who* saw what was happening
- *where* it happened
- *what* have you done about it already

**If you find it difficult to talk to anyone at school or at home, ring Childline on Freephone 0800 1111**

The phone call is to a confidential helpline



**BULLYING     Don't Suffer in Silence****Information for parents and families**

Every school is likely to have some problem with bullying at one time or another. Your child's school must by law have an anti-bullying policy, and use it to reduce and prevent bullying, as many schools have already successfully done.

**Bullying behaviour includes:**

- name calling and nasty teasing
- threats and extortion
- physical violence
- damage to belongings
- leaving pupils out of social activities deliberately and frequently
- spreading malicious rumours

Parents and families have an important part to play in helping schools deal with bullying.

*First*, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

*Second*, ask to see the school's anti-bullying policy. Each school must have an anti-bullying policy which sets out how it deals with incidents of bullying. You have a right to know about this policy which is as much for parents as for staff and pupils.

*Third*, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child has been bullied. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent; and whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Contact the school immediately if you are worried.

**If your child has been bullied:**

- *calmly talk* to your child about it
- *make a note* of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- *reassure your child* that telling you about the bullying was the right thing to do
- explain that *any further incidents* should be reported to a teacher immediately
- *make an appointment* to see your child's class teacher or form tutor
- *explain* to the teacher the problems your child is experiencing.

### **Talking to teachers about bullying**

- *try and stay calm* – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- be *as specific* as possible about what your child says has happened – give dates, places and names of other children involved
- *make a note* of what action the school intends to take
- *ask if there is anything you can* do to help your child or the school
- *stay in touch with the school* – let them know if things improve as well as if problems continue.

### **If you think your concerns are not being addressed:**

- *check the school anti-bullying policy* to see if agreed procedures are being followed
- *discuss your concerns* with the parent governor or other parents
- *make an appointment* to meet the head teacher, keeping a record of the meeting
- if this does not help, *write to the Chair of Governors* explaining your concerns and what you would like to see happen
- *contact local or national parent support groups* for advice
- *contact the Director of Education for Chichester University Academy Trust or the Local Education Authority*, who will be able to ensure that the Governors respond to your concerns
- *contact the Parentline Plus helpline* for support and information at any of these stages
- in the last resort, *write to the Secretary of State for Education*

### **If your child is bullying other children**

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware. Children sometimes bully others because:

- they don't know it is wrong
- they are copying older brothers or sisters or other people in the family they admire
- they haven't learnt other, better ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and are acting out aggressive feelings.

**To stop your child bullying others:**

- talk to your child, explaining that bullying is unacceptable and makes others unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how to join in with other children without bullying
- make an appointment to see your child's class teacher or form tutor; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when they are co-operative or kind to other people.

**Resources for parents and families about bullying:**

Don't Bully Me! – Advice for Primary Age Children by Kidscape ( 2005)