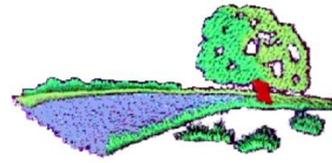


Brentfield Primary School



Growing Through Learning

Anti-Bullying Policy

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Person Responsible	Hadassah Meryerowitz
Reviewed	May 2018
Next Review	June 2019

At Brentfield all learners, staff and visitors are asked to follow three school rules which act as a minimum expectation for behaviour and are embedded in our behaviour policy:

Ready

Kind

Safe

Within the framework of our behaviour policy, we recognise that there is a need for a specific policy, outlining what we mean by bullying and identifying the methods of reducing bullying.

This policy has been developed through a consultation process with staff and pupils and parents.

2. Aims

- To create a friendly, safe environment for all our pupils, where children know they will be listened to and supported.
- To ensure that all children understand that bullying is unacceptable at our school.
- To create a TELLING school, where everyone knows they are expected to tell someone if they see bullying happening.
- To help the “bully” understand how the “victim” feels.

This policy has been developed through a consultation process with staff, parents and pupils. The policy has been developed to ensure that staff and parents/carers are clear about the seriousness regarding bullying and understand the Anti-bullying education that pupils receive.

2. Purpose

To provide simple, practical procedures for staff, parents and learners that:

- Teach appropriate behaviour through positive interventions
- Promote self-esteem and self-discipline for all pupils
- Develop a consistent approach if incidents of bullying arise.

Anti-Bullying is an important aspect of pupil's education and is concerned with informing children honestly and appropriately so that they make safe choices later in life. Anti-Bullying includes planned opportunities to support the development of their self-confidence and relationships, enabling pupils to participate happily in the wider community. It promotes an understanding of the range of family groups and other people who contribute to providing children with the care, love and support they need to grow.

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. Schools have a responsibility to respond promptly and effectively to issues of bullying.

3. What is bullying?

Bullying is repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.

Bullying can be:

Emotional: Being unfriendly, excluding, tormenting (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: Focusing on issues of sexuality

Verbal: Name-calling, sarcasm, spreading rumours, teasing

Cyber: The use of technology to harass, threaten, embarrass or target another person.

4. Managing an incident of bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

KS1

- The problem will be identified and possible solutions suggested.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Parents will be called in for a meeting.
- Circle time in the class to discuss the topic of bullying generally and how it feels to those on the receiving end.

KS2

- If bullying is suspected or reported, the incident will be passed on to Pastoral Manager.
- The problem will be identified and possible solutions suggested.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Parents will be called in for a meeting.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- Discussion on the impact of their behaviour on the victim will be discussed.
- Circle time in class in the next few days to discuss generally the impact of bullying.
- If possible, the pupils will be reconciled.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behaviour policy.
- A clear and precise account of the incident will be recorded on CPOMS by the teacher, in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

5. Parent responsibilities

Parents will:

Have responsibility in supporting the school's policies, strategies and guidelines for behaviour by:

- Treating other parents, learners, staff and visitors of the Brentfield Community with respect.
- Approach the relevant members of staff to alert them if they have any concerns linked to bullying, rather than approaching parents.

- Support the school in its use of rewards, consequences and interventions.

6. Strategies for the prevention and reduction of 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:

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 a high profile event each year

Awareness raising through regular anti-bullying assemblies

PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy

Circle time on bullying issues

Setting up peer mentors as support to children in the playground.

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 improvements and initiatives

Encouraging the whole school community to model appropriate behaviour towards one another