BORROW WOOD PRIMARY SCHOOL

Anti-Bullying Policy

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Principles and Values

As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported and that bullying will not be tolerated. The school will seek ways to counter the effects of any bullying that may occur within school or in the local community. Our school has high expectations of behaviour and we will challenge any behaviour that falls below this.

Objectives of this Policy

All teaching and non-teaching staff, pupils, parents and governors:

- Should have an understanding of what bullying is.
- Should know what the school policy is on bullying, and follow it consistently when bullying is reported.
- Should assist in creating an ethos of respect and support for all.
- Should feel safe while at school because all members of the school community are responsible for combatting bullying.

Many of us may have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that hurts another individual or group either physically or emotionally. Bullying can be short term or take place over long periods of time.

Bullying can be:

Types of Bullying	Examples
Emotional	Being unfriendly, excluding, tormenting, spreading hurtful rumours, being forced to do things against own will, taking belongings
Physical	Pushing, kicking, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Direct or Indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing, mocking, swearing
Cyber	Offensive text messaging, e-mailing, postings on Social Media and sending degrading or offensive images

Bullying can take place in the classroom, playground, corridors, toilets, on the journey to and from school, on residential trips and in cyberspace, over social media.

Staff must remain vigilant about bullying and approach it in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Some children may not be aware that they are being bullied.

Staff should be able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may be likely to demonstrate bullying behaviour.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be on the receiving end of bullying. Bullying has the potential to damage a person and everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms of Bullying

Children may indicate by signs or behaviour that they are 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
- doesn't want to go to school
- changes their usual routine
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- self-harms
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- 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
- is afraid of using digital technologies such as mobile phone, e-mail
- avoids eye contact
- changes their attitude to people at home
- gives improbable excuses for any of the above

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

Procedures for Dealing with Bullying

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff following this procedure:

1. A child reports a bullying incident to an adult in school and will follow the anti-bullying flow chart as indicated below. (appendix 1)
2. The adult will reassure the child that he/she has done the right thing.
3. The adult will record details of the incident and sign and date.
4. All children concerned will be asked about what has happened. This will include any witnesses.
5. Details of the incident will be passed on to the class teacher or a member of the Senior Leadership Team for further investigation if required.
6. Parents/carers of both the bullied child and the bully will be contacted within one working day of the incident and informed of school's investigations that have been/will be undertaken.
7. Parents/carers will be informed of initial outcomes of any investigations within 2 working days and of any consequences resulting from the bullying behaviour.
8. The bully will be asked to sincerely apologise and if possible, the pupils will be reconciled.
9. Actions will be taken to help the bully change his/her behaviour. We expect parents/carers to support us in doing this.
10. In some cases, outside agencies may be requested to support the school or family in dealing with bullying e.g. Police, Counsellor, Social Services.
11. In serious and persistent cases exclusion will be considered.

12. All incidents of bullying will be recorded in the Bullying Log and monitored to ensure repeated bullying does not take place.

Prevention

At Borrow Wood we use a variety of methods to help children think about or recognise bullying and therefore ways to prevent bullying. These include:

- Class assemblies
- Personal Social Health Education lessons (PSHE)
- Spiritual, Moral, Social, Cultural provision
- Whole school assembly themes
- Anti-bullying Week participation
- Class worry and suggestion box

Children are also consulted through School Council meetings.

The ethos and working philosophy of Borrow Wood means that all staff will actively encourage children to have respect for each other and for other people's property. Good, kind and polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying and this informs children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff must be vigilant regarding groups of friends together and will reinforce positive expectations of behaviour as part of daily practice in school. Children need to be supported in understanding that they can have other friends as well as special friends and that they must be respectful of everyone else's feelings.

Involving Children

As a school community we will encourage our children to think about positive relationships and how we interact and relate with others through:

- Writing a set of school or class expectations
- Writing a personal pledge or promise against bullying
- Writing stories, poems, raps or posters about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays about what to do if bullying occurs
- Having discussions about bullying and why it matters that bullies are dealt with quickly
- iVengers – Pupil-led group advising on keeping safe online

What Children Should Do If They Are Being Bullied

If a child feels that they are being bullied there are several procedures that they are encouraged to follow:

- Tell a teacher or adult, who they feel they can trust and if it happens again, tell someone again.
- When they talk to an adult be clear about what has happened - when, what, where, how often and who was involved.
- Write their concern and post it in the 'worry box'
- Tell a parent or adult at home who they feel they can trust
- Discuss it as part of PSHE time in school
- Ring Childline and follow the advice given (0800 1111)

Recording of Bullying Incidents

It is a legal requirement for schools to record all incidents of bullying. To meet this requirement we keep a record of bullying incidents and report this to governors.

- When an incident of bullying has taken place, staff must record what has happened and sign and date it. Any member of staff can record an incident.
- The information should be passed onto the class teacher to be logged or dealt with further by SLT if appropriate.
- In the case of racist bullying, this must be reported to the Headteacher to be dealt with and a record of the incident and actions kept on a specific racist incident log.

- Bullying incidents will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying can be prevented from happening in the future.
- Incidents of bullying will be raised with the Governing Body through the half-termly Head Teacher's report.

Advice to Parents

- Listen to your children if they raise a concern about being bullied at school.
- Advise your child to tell a trusted adult in school or contact the class teacher yourself to share what you have learnt.
- The bullying behaviour will be investigated.
- The teacher/deputy head teacher/Inclusion leader or head teacher will contact all parents of the children involved and inform them what school is doing to resolve the bullying concern.

Please **DO NOT** take action yourself by:

1. Attempting to sort the problem out yourself by speaking to the child who you think may be the bully or by speaking to their parents.
2. Encouraging your child to be a 'bully' back.

Both of these will only make the problem much harder to solve.

Appendix 1

Anti-Bullying Immediate Response Chart

