



Breamore CE VC Primary School

Anti-bullying Policy

November 2011

Our Vision

Our School is dedicated to creating a happy, stimulating, inspiring learning environment supported by the Christian values of trust, compassion and justice.

We will ensure that everyone within our school feels safe and valued and is encouraged to develop emotionally, socially and academically.

We will strive to be effective in equipping our children with the skills needed to be life long learners and active members of our local community within an ever changing world.

STATUTORY POLICY - The school is required to have a policy on this matter

ANTI-BULLYING POLICY FOR CHILDREN AND YOUNG PEOPLE

1. Statement of Intent

- At Breamore CE VC Primary School we are committed to providing a warm, caring and safe environment for all our children, so that they can learn and play in a relaxed and secure environment.
- Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.
- At Breamore Primary School we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a 'telling' school. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

2. Aims and Objectives

- The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone in which to learn and play. All

members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place
- The school will work closely with other professional agencies to ensure that children stay safe, as stated in The Children Act 1989, The Special Educational Needs and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004
- All governors, teaching and non-teaching staff, pupils and parents / guardians will have an understanding of what bullying is
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs
- Pupils and parents/carers will be assured that they will be supported when bullying is reported
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE [Personal, Social & Health Education] lessons, circle time, etc) will be used throughout the school to reduce the occurrence of bullying
- A positive, caring ethos will be upheld within the school environment where everyone can learn, play and express themselves, free from the fear of being bullied

3. What is Bullying?

- The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is -

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP - it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim.

- Bullying can be:
 - Emotional - being unfriendly, excluding, tormenting (eg hiding books, threatening gestures), ridicule, humiliation
 - Verbal - name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
 - Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
 - Racist - racial taunts, graffiti, gestures, making fun of culture or religion

- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focussing on the issue of sexuality
- Online/cyber - setting up 'hate websites', sending offensive text messages, e-mails, abusing the victims via their mobile phones and any social networking sites
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs or because they are gifted or talented

4. What Is Not Bullying?

- It is important to understand that bullying is not the odd *occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).
- Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

5. Where Does Bullying Happen?

- It can happen anywhere - in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school. However, schools are only legally responsible for bullying incidents which occur on the school premises.
- Nevertheless, at Breamore Primary School we are also concerned with our children's conduct and welfare outside school and we will do what we can to support and address any bullying issues that occur outside the school premises. The following steps may be taken -
 - Talk to the local Community Police Officer
 - Talk to the Headteachers of other schools whose children may be involved in bullying outside school premises
 - Discuss coping strategies with parents/carers
 - Talk to the children about how to handle, or avoid, bullying outside the school premises

6. Signs and Symptoms of Bullying

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

- 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 under-perform in school work
 - Comes home with clothes torn or books damaged
 - Have possessions that go 'missing'
 - Asks for money or starts stealing money (to pay the bully)
 - Has unexplained cuts or bruises
 - Comes home hungry (snack/sandwiches have been stolen)
 - Becomes aggressive, disruptive or unreasonable
 - Starts swearing or using aggressive language for no apparent reason
 - Is bullying other children or brothers and sisters
 - Stops eating
 - Is frightened to say what's wrong
 - Gives excuses which seem implausible for any of the above
- These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be taken seriously and investigated without delay.

7. Bullying of Children with Special Educational Needs and those that are Gifted and Talented

- Breamore Primary School provides a secure, safe and stimulating environment where everyone is valued for who they are.
- We have some children who have learning and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are, therefore, particularly vigilant at all times.
- High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

8. Procedures for Reporting and Responding to Bullying Incidents

- All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure (which is a variety of options that could be acted upon) will be used for reporting and responding to bullying allegations or incidents -
 - Report all bullying allegations and incidents to staff
 - Staff will make sure the victim is safe and feels safe

- Appropriate advice will be given to help the victim(s)
- Staff will listen and speak to all children involved about the incident separately
- The problem will be identified and possible solutions suggested
- Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
- Staff will reinforce to the bully that their behaviour is unacceptable
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions or support applied.
- If possible, the pupils will be reconciled
- An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour
- In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in a file in the school office
- In serious cases parents/carers will be informed and will be invited to come into school for a meeting to discuss the matter
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- Bullying incidents will be discussed regularly at staff meetings
- The Head teacher will present termly reports on serious bullying incidents to the Governing Body
- If necessary and appropriate, the Child Protection Officer in school, Social Services or Police will be consulted

9. The following Sanctions may be used -

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes (stay with class teacher, do extra work)
- Stand outside the Headteacher's office
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school (to discuss the matter)
- Be removed from class and work in isolation
- Lose team points
- Report to the Headteacher or Deputy Headteacher
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum
- Fixed-term exclusion
- Permanent exclusion
- Temporary removal from VLE access (Wizkid)

10. Strategies for the Prevention and Reduction of Bullying

- Whole school initiatives and pro-active teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the occurrence of bullying. These can include -
 - Involving the whole school community in writing and reviewing the policy
 - Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
 - Each class agreeing on their own set of class rules
 - Making national anti-bullying week a high profile event each year
 - Awareness raising through regular anti-bullying assemblies
 - PSHE (Personal, Social and Health Education) scheme of work
 - Circle time on bullying issues
 - Setting up a circle of friends support network where a small group of children volunteer to help and support an individual who is experiencing difficulties
 - Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
 - Prominently displaying anti-bullying posters produced by the children around the school
 - Introducing playground improvements and initiatives
 - Using praise and rewards to re-enforce good behaviour
 - Encouraging the whole school community to model appropriate behaviour towards one another
 - Organising regular anti-bullying training for all staff

11. Advice Given to Children

What can you do if you are being bullied?

- Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.
- The children were all asked what they thought they could do if they were being bullied and we have included some of their strategies in the list below:
 - Try not to let the bully know that he/she is making you feel upset
 - Try to ignore them
 - Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it
 - Stay in a group; bullies usually pick on individuals
 - Get away as quickly as you can

- Tell someone you can trust - it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative
- If you are scared, ask a friend to go with you when you tell someone
- When you tell an adult about the bullying, give them as many facts as you can (What, Who, Where, When, Why, How)
- Keep a diary of what has been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you
- Never be afraid to do something about it and quickly do it
- Don't suffer in silence
- Don't blame yourself for what is happening

What can you do if you see someone else being bullied?

(The role of the bystander)

- Ignoring bullying is unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.
 - Don't smile or laugh at the situation
 - Don't rush over and take the bully on yourself
 - Don't be made to join in
 - If safe to do so, encourage the bully to stop bullying
 - If you can, let the bully know you do not like his or her behaviour
 - Shout for help
 - Let the victim(s) know that you are going to get help
 - Tell a member of staff as soon as you can
 - Try and befriend the person being bullied
 - Encourage the person to talk to someone and get help
 - Ask someone you trust about what to do

12. Monitoring and Evaluation

- To ensure this policy is effective, it will be regularly monitored and evaluated by the Headteacher and Governing Body. Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents'/carers' comments will be taken into account when reviewing the policy. Following an annual review any amendments necessary will be made to the policy and everyone informed. An annual report will then be issued to governors and parents/carers and the policy will be distributed to all parents/carers.

Date adopted by Governing Body 24th November 2011

Date to be reviewed

Related policies -

Behaviour Policy

School Travel Plan

Anti-Harassment Policy for Adults

Bullying at Work (Personnel document)

Harassment Policy and Procedure (School Employees) (Personnel document)

Further sources of information / useful websites -

Advisory Centre for Education (ACE) Tel: 0808 800 5793

Children's Legal Centre Tel: 0845 345 4345

KIDSCAPE Parents' Helpline (Mon-Fri 10-4) Tel: 0845 1 205 204

Parentline Plus Tel: 0808 800 2222

Youth Access Tel: 020 8772 9900

Bullying Online www.bullying.co.uk