

# Barkisland CE (VA) Primary School

## Anti-Bullying Policy



To be read in conjunction with our Behaviour Policy

### Specific Aims of This Policy

The aim of our anti-bullying policy is to ensure that in our school pupils learn in a supportive, caring and safe environment without fear of being bullied. The school operates a zero tolerance approach to bullying – bullying must be challenged immediately, by all members of staff, dealt with sensitively and in a sustained manner.

### Philosophy Statement

The staff and governors of Barkisland CE VA Primary School believe that in order for each child to maximize their full potential in the areas of social, personal and academic achievement, we must implement a policy which encourages the pupils of this school to develop a sense of mutual respect. All children should feel valued, secure and happy and display a tolerance of others. The school's vision 'We believe, we nurture and we succeed' supported by our core values underpin this aim and provide a framework of expectation in which to work.

We believe that there are two components to effective anti-bullying practice: preventing bullying incidents and responding to them. Pupils must be encouraged to report bullying in school.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

### Definition of Bullying

The Anti-Bullying Alliance (ABA) defines bullying as:

*'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'*

**There are 4 main elements to this definition; hurtful, repetition, power imbalance and intentional.**

Bullying can be one or more of the following:

- *Verbal – name calling, sarcasm, hurtful teasing, invalid criticism, being threatened, humiliated, being shouted at*
- *Emotional – excluding, tormenting, gestures, being singled out, untrue or hurtful rumours*
- *Physical – pushing, kicking, hitting, hair pulling, damage to property*
- *Discriminatory – focusing on gender, disability, race, religion, or be homophobic in nature.*
- *Isolation or exclusion – exclusion from friendship groups, malicious rumours, ignoring*



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- *Indirect bullying – orchestrated by someone, but carried out by someone else*
- *Sexual bullying – unwanted physical contact, inappropriate touching, abusive comments, exposure to inappropriate films etc.*
- *Online/Cyber bullying – using technology e.g. mobile phones or computers, to send or post cruel messages, texts, photos or videos. This can also include the circulation of cruel messages etc which were sent originally by someone else.*

We understand that throughout a child's journey in school, there may be times where children quarrel or have disagreements with others. These occasional incidents will be dealt with through a supportive and informative framework to give children the tools and strategies to deal with such issues in a more cooperative manner. These occasional incidents will not be deemed to be bullying incidents unless they become repetitive and appear intentional. Each of these incidents are recorded via the school's CPOMS system so that patterns can be monitored where necessary.

We positively encourage all pupils to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide support for all involved.

**Our whole school approach includes a range of strategies adapted to suit particular incidents, including:**

- a positive ethos based on the school's Christian vision and values in which children feel secure to report incidents of bullying immediately;
- A clear, shared definition of bullying and its impact which is understood by children and staff;
- Helping children to understand what bullying is and what it is not and the impact it has on the individual;
- A behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom;
- Whole school Collective Worship – to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities;
- A robust PSHCE curriculum which covers a wide variety of current issues at age appropriate levels. This includes bullying units for each year group.
- Annual engagement with the National Anti-Bullying Week, run by the Anti-Bullying Alliance (ABA). This involves daily Collective Worship supporting the theme and class led activities each afternoon around the themes supplied by the ABA as well as generic bullying issues and anti-bullying awareness.
- Providing a variety of adult led and none adult led activities or equipment for pupils to play with during school breaks;
- Bespoke packages of support with our Pastoral Support Worker for any pupil affected by bullying;
- Year 5 and 6 pupils trained as Befrienders to offer support in our playground ensuring that pupils have happy and successful playtimes;
- All pupils are encouraged to talk to an adult they trust if they feel they are being bullied or are aware of bullying incidents in school. Each class also has a worry box where children can write down and post their worries if they do not feel able to talk about them;
- The School's Pastoral Support Worker is available for parents/carers to offer advice and support where needed;
- All behavioural incidents are logged by staff using the CPOMS system. This enables all information to be communicated with relevant staff and any actions to be recorded. This allows any patterns of behaviour or triggers to be monitored and addressed. The Governing Body is provided with anonymised information regarding incidents logged via CPOMS regularly.

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- Weekly staff briefings also allow information to be shared more widely to support any pupils who may be having difficulty with behaviours, social aspects of school or friendship issues etc.

**Where bullying is suspected or reported Barkisland CE VA Primary School will deal with this immediately by:**

- Staff will make sure the target of bullying is reassured and feels safe;
- Staff will listen and speak to all children involved about the incident separately this may be done separately or as a class group;
- A member of the Senior Leadership Team will be informed of the incident and appropriate action taken. If the issue is a safeguarding issue, the Designated Safeguarding Lead will be informed;
- The problem will be identified and possible solutions suggested;
- Staff will encourage a problem solving approach which will move children on from having to justify their behaviour – this may take the form of a group meeting to reconcile pupils or take a restorative justice approach;
- Staff will reinforce the message that bullying behaviour is not tolerated at our school;
- Appropriate action will be taken quickly to end the behaviour;
- Sanctions deemed appropriate will be applied;
- Support will be given to the bully/bullies to help them understand and change their behaviour;
- Parents of all involved will be informed and will be invited to come in and discuss the issue;
- After the incident has been investigated and dealt with, each case will be monitored to ensure a successful outcome. Progress and improvement may be over an extended period of time.

**Roles and Responsibilities**

**Governors** – support the Head teacher and have overall responsibility for ensuring the school community acts in line with this policy. Regular updates and reports to the Governing Body occur.

**Head Teacher** – has overall responsibility for the dissemination and implementation of the policy in the school and ensuring that all staff and children are aware of the expectations and work within the framework. Also a responsibility for ensuring staff are adequately trained to deal effectively with situations they might encounter.

**Teaching and support staff** – to work within the guidelines and be proactive in identifying and tackling bullying at every opportunity following the agreed practice in this policy.

**Parents** – to inform school of any concerns and work with the school to address bullying behaviour. In return parents can expect to have their concerns dealt with promptly in line with the policy.

**Children** – to report behaviour which may be bullying and keep themselves safe within the guidelines.

**Outcomes**

Barkisland CE VA Primary School will have a warm, friendly, welcoming and safe ethos. Particular care will be taken of vulnerable groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities.

It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

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