

Blackhall Primary School



Anti-Bullying Policy

Introduction

At Blackhall 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. 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 the staff.

Aims and Objectives of this Policy

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 to learn and work in. 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.
- 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/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

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.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. 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 and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focusing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

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. 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.

Roles and Responsibilities

Governors

- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Ensure the school carries out statutory duties, and observes national and local guidance
- Provide leadership to ensure the development, implementation and regular review of the anti-bullying policy
- Ensure that policy and good practice is reflected in the school's anti-bullying practice
- Provide an appropriate and consistent role model for all staff, pupils and the wider school community
- Celebrate and share examples of good practice from the school and among individual staff and pupils

Headteacher and Senior Leaders

- Build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff
- Promote the wellbeing and ensure the safeguarding of all pupils in the school
- Provide support for the governors through the development and implementation of an effective anti-bullying policy
- Ensure the voice of pupils, staff, parents and carers is heard and communicated to governors
- Celebrate and share the anti-bullying work of the school and its pupils and highlight good practice
- Act as appropriate role models for all managers, staff, parents and pupils
- Respond appropriately to stakeholder consultation and make sure suggestions, opinions and concerns are included in policy review and impact assessment
- Involve external agencies (including local authority advisers, police, or independent mediation) as appropriate to respond to incidents

Teachers and Support Staff

- Contribute to building and maintaining a school ethos which is welcoming, supportive and inclusive of all pupils and staff
- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Behave with respect and fairness to all pupils, carrying out the letter and spirit of the anti-bullying and equalities policies
- Provide a consistent response to incidents of bullying and hurtful behaviour whatever its nature or motivation

- Provide support to both the targets and perpetrators of bullying
- Take part in relevant professional development and maintain awareness about their role and responsibilities in preventing and responding to bullying and promoting equalities
- Model positive attitudes and relationships
- Promote the wellbeing of all pupils and take steps to ensure freedom from bullying and harassment
- Promote a positive view of difference and challenge prejudice and stereotypical views both through classroom practice and by modelling the behaviour and values they are trying to instil
- Raise issues with line managers which could contribute to policy review and development

Pupils

- Report any incidents of bullying to a member of staff, whether directed at themselves or at somebody else
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness
- With the help of staff and parents/carers, create a positive working atmosphere within school where bullying is regarded as unacceptable, difference is celebrated and discrimination is actively challenged
- Respond to requests for information, opinions and suggestions to help improve the anti-bullying work of the school

Parents/Carers

- Demonstrate positive support for the school's anti-bullying and behaviour policies
- Model appropriate behaviour at all times within the school grounds
- Report to the school any concerns regarding pupils involved in bullying
- Support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination
- Respond to requests from the school to provide feedback on the anti-bullying policy and procedures

Procedures

Procedure if a pupil should witness bullying behaviour

- The pupil should support the victim by offering friendship and make it clear that in your opinion what is happening to them is wrong.
- Accompany the victim to a trusted adult or suggest that you see their teacher or member of staff on their behalf.

Procedure if a member of staff witnesses an incident of bullying or it is reported to you

- Reassure and support the pupil(s) involved.
- Advise them that you are required to pass details on to the relevant member of staff in school and that their concerns will be taken very seriously.
- Inform a member of the senior leadership team as soon as possible.
- A member of the senior leadership team will take time to discuss the issues with the victim and suggest strategies on how best to deal with the situation. Such strategies may include, friendship group within their own class, buddy from a different class, support at lunchtime in the Rainbow Room or an opportunity to speak regularly with a member of staff.
- Parents will be informed.
- The behaviour lead or a member of the senior leadership team will support the victim and those taking part in the bullying. Staff will take time to discuss the issues, explaining why it was wrong and appropriate sanctions will be given in accordance with the schools behaviour policy. It will be made clear to all children that bullying will not be tolerated.
- In extreme situations the senior leadership team may contact external services, for example the Behaviour Support Team or Educational Psychologist or other outside agencies for support. In some cases exclusion may be considered. Records of bullying are kept during the child's stay at the school.
- The senior leadership team will monitor the situation closely.

Recording Bullying Incidents

- When a possible incident of bullying is reported it must be recorded on CPOMS by the staff member concerned. The Head teacher must be informed and a copy of the report form given to them.
- All suspected incidents of bullying will be discussed and reviewed by the Leadership team. If, after investigation, it is decided that the incident is a bullying incident the head teacher or a member of the leadership team

will record the incident on the LA bullying/racist incident form. All such incidents will be followed up by a member of the leadership team.

- If the bullying includes racist abuse the Head teacher must be informed and the incident will be recorded on CPOMS under racist incident. A member of the senior leadership team will then complete the LA bullying/racist form. All such incidents will be followed up by a member of the leadership team.
- Governors will receive regular updates from the Head teacher through the Head teacher's report. The Chair of governors will be informed of any serious incidents of bullying.

Monitoring and Evaluation of this Policy

To ensure this policy is effective, it will be regularly monitored and evaluated (every 2 years). All staff, children and parents have an active part to play in the maintenance and success of this policy.

This policy will be reviewed in January 2020