

# Bryn Offa CE Primary School

## Anti-bullying Policy

### Context

Bullying takes place in schools as it does in other work places.

The aim of the anti-bullying policy is to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

### Definition

**behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.**

*(Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2009)*

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying in this school by:

- Improved self esteem through PSHE
- Assemblies based around bullying
- Peer support (Bryn Offa Buddies)
- A worry box
- Shropshire Anti-Bullying Charter used in school

Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together through:

- Prospectus
- Parent's Handbook
- Anti-bullying policy available on website

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately.

## **Anti Bullying Policy and Procedures**

There is a senior member of staff who leads on anti-bullying:

Name: Mr Paul Thompson Role: Headteacher

All staff are made aware of this policy and its clear links to other key policies.

The following steps will be taken by staff when dealing with incidents:

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- each incident will be investigated thoroughly, sensitively and effectively
- a clear account of the incident and actions taken will be recorded in the school 'Behaviour Book' which is kept in the headteacher's office so incidents can be monitored
- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour
- the school will inform the Local Authority of any racist incident.

## Pupil Support

Pupils who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- being reassured
- being offered support
- raising their self-esteem and confidence
- being encouraged to report further issues
- arranging a review date/time to discuss outcomes and appropriate follow-up

Pupils who have bullied will be supported by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- establishing what behaviour was inappropriate and why the pupil became involved
- establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up

## Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE, other subject areas e.g. English through drama, and through assemblies and other school activities.

The policy will be promoted and implemented throughout the school by:

- PSHE/SEAL
- Displays
- Mapping where children say they feel safe/unsafe
- Pupil survey results/parent survey results

This policy is linked directly to the following policies:

- **Behaviour Policy**
- **Child Protection Policy**
- **Confidentiality Policy/statement**
- **Equal Opportunities (Race Equality, Disability Equality, SEN policies)**
- **PSHE policy.**
- **Roles and responsibilities**
- **The role of the Governing body**

## **Role of Governing Body**

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually.

The governors have agreed the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and ensure this is clearly displayed in the school.

The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour.

Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these at the termly full governors meetings.

The aims of the school's anti-bullying strategies and intervention systems are to: prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy, react to bullying incidents in a reasonable, proportionate and consistent way safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

## **Monitoring, Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness regularly through:

- Annual pupils survey
- Annual parents survey
- Monitoring the record of incidents

Date agreed by the full governing body - 16<sup>th</sup> February 2011