

Anti-Bullying Policy

Author/Person Responsible	Headteacher
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Chair of Governors Signature	

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Bowsland Green Whole School Anti-Bullying Policy

Rationale

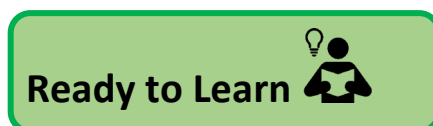
Bowsland Green School is a caring community where we encourage every child and adult to value and respect the feelings of others. **Bullying is regarded as totally unacceptable throughout the school.**

The school will strive, through its ethos and Curriculum, to prevent any instances of bullying before they occur by discussing the subject freely and openly. The school will operate a clear procedure so that such instance can be reported and dealt with effectively i.e. to help those being bullied as well as the child who is doing the bullying.

To meet our objectives Bowsland Green School will establish an effective and efficient system of communication with pupils, parents and appropriate agencies to provide mutual information, advice and support.

Definition of Bullying

On Team Bowsland, the non-negotiables are being:



When somebody says or does something that is unintentionally (by accident) harmful and they do it once, that's rude. When someone says or does something intentionally (on purpose) hurtful and they do it once, or you do it back, they are being unkind and mean.

If someone (or a group of people) says or does something that is intentionally hurtful, and they keep doing it, even if you ask them to stop and show them that you are frightened or upset, that is BULLYING. Bullying is the abuse of power by one person or a group over another.

Unsafe and disrespectful behaviour may include (but is not limited to):

Physical - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

Verbal - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, etc.

Emotional/psychological - excluding someone from a group, humiliation, creating a feeling of danger, etc.

Racist - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence, etc.

Sexual - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, 'sexting' etc.

Homophobic/ Transphobic - insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic/ transphobic violence, etc.

Electronic - bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, etc. This is called **cyber bullying**.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

Aims

The Governors and staff at Bowsland Green Primary School believe that bullying damages the way people feel about themselves, lowers self esteem, increases fears for safety and may affect their life as they grow up. It is an aim for everyone to:

- Not be scared to come to school
- Not be made sad
- Feel able to trust one another
- Have friends
- Expect people to be kind
- Feel safe
- Not be made fun of

Guidelines

- 1. To minimise incidents of bullying behaviour by pupils at school we will**
 - Apply whole school anti-bullying policy consistently
 - Involve pupils in developing anti-bullying strategies – including the pupil voice anti-bullying policy and the Anti-bullying Ambassador pupil voice group
 - Establish and maintain a high profile for anti-bullying
 - Relate bullying issues directly to the school's values, ethos and behaviour policy and our three non-negotiables, safe, respectful, ready to learn
 - Monitor incidents of bullying
 - Promote collaboration through our buddy system
- 2. To make anti-bullying a priority for all those associated with the school including pupils, parents, teachers and governors we will**
 - Designate responsibility for dealing with bullying behaviour to the Headteacher
 - Send a copy of the policy home during anti-bullying week each year
 - Use the school website and prospectus to promote our anti-bullying procedures
 - Keep the whole school community informed of bullying issues through newsletter items
- 3. To develop a framework which defines agreed roles and responsibilities and promotes consistency in carrying out designated tasks we will**
 - Maintain unambiguous procedures for dealing with bullying which the whole school community are aware of (see below)
 - Make immediate contact with parents if bullying behaviour is reported
- 4. To provide support, advice and guidance to parents and pupils we will**
 - Highlight anti-bullying in:
 - Assemblies
 - Newsletters
 - Annual anti-bullying week
 - Esafety day
 - Open discussion of the issue in lessons - circle times and 'Be Safe' programme, including Jigsaw sessions
 - Staff being available to talk to pupils/parents
 - Involve parents from earliest stage
 - Seek to understand personal issues when communicating with parents
- 5. To provide consistent information for individual parents about behaviour that needs improvement we will**
 - Identify patterns of bullying behaviour
 - Encourage parents into school to discuss support that we can offer
 - Keep parents informed of progress
 - Share information about support/sanctions if bullying behaviour persists
 - Refer to the Behaviour Support service for strategy advice and support

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Procedure for Dealing with Bullying Behaviour

1. TELL!

If you are a pupil, member of staff or parent and detect bullying behaviour, within the terms of the definition above, please report it directly to any member of staff. Signs that a child may be being bullied are:

- Coming home with cuts and bruises
- Torn clothing, 'losing' possessions/dinner money
- Repeatedly complaining of minor illnesses to avoid going to school
- Change of mood/behaviour- aggressive, moody, withdrawn, anxious, not sleeping

2. INVESTIGATION

Once bullying behaviour has been reported and confirmed, it will be investigated by the Head teacher and class teacher **in confidence**. Evidence will be gathered on who is involved, how often the bullying occurred, where and what happened and will be recorded in writing. If bullying is found or genuinely suspected, again within the terms of our definition, then parents of both the bully and bullied child/ren will be contacted immediately.

3. INTERVENTION

Plans will be put in place to support the bullied child/ren and to change the behaviour of the bully and will involve children, staff and parents taking action. At this time, a sanction and/or reminder will be given to the bully that bullying is considered unacceptable at Bowsland Green and will not be tolerated. A further incident of bullying behaviour could lead to referral to the Behaviour Support team or fixed-term exclusion.

4. FOLLOW-UP

The plans for both the bullied child/ren and the bully will be monitored by the Head teacher and after two weeks of implementation parents will be contacted to ensure the situation has been resolved to their satisfaction. Research shows that bullying can be very persistent and may recur, so there will also be a follow-up with parents in the following term and the behaviour of the bully will be carefully monitored in the future.

All behaviour incidents are recorded in the school, serious behaviour incidents are logged with the Head Teacher.

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Anti-Bullying Advice for Parents

What to do if you think your child is being bullied:

If you suspect your child is being bullied talk to them and try to find out what has been happening at school.

- Talk over with your child about his/her experience. Use the pupil-voice anti-bullying policy to support discussions. Is it rude, mean or bullying? (see definition above)
- Record what your child says- who is involved, how often the bullying occurred, where and what happened. Your child may wish to keep a diary of the bullying incidents.
- Reassure your child that he/she has done the right thing in telling you and encourage them to tell his/her teacher
- Make an appointment to see your child's teacher or the Head teacher.
- Explain calmly to the teacher about your child's experience (they may not be aware of the situation)
- Be specific about what your child has said- share written evidence.
- Record what action the school intends to take.
- Ask what you can do to help.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

Further action to take if you are not satisfied:

- Ask to see the school policy on anti-bullying
- Make an appointment with the Head teacher

If still not satisfied:

- Write to the Chair of Governors, care of the school, explaining your concerns and what you would like to see happening.
- Contact local or national support groups for further information.

What to do if your think child is bullying other children:

Children sometimes bully others because they don't know it's wrong; they are copying older brothers or sisters or other people in the family/media whom they admire; they haven't learnt other, better ways of mixing with their school friends; their friends encourage them to bully; they are going through a difficult time and are acting out aggressive feelings.

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy. Use the pupil-voice anti-bullying policy for support.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher or Head teacher; explain the problems your child is experiencing and discuss how you and the school can stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is kind to other children

Source: Bullying - don't suffer in silence DfE