



Anti-Bullying Policy

Bournmoor Primary School

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Statement of intent

Bournmoor Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bournmoor Primary School will not tolerate bullying or intimidation in any way, shape or form, and will provide a framework that can be used to meet the demands of all but the most particular incident. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

As a Rights and Respecting School the UN Convention on the Rights of the Child are fundamental to our practice. We ensure that the following UNICEF principals apply:

-  The best interests of the child are a priority (Article 3)
-  Children have the right to be protected from being hurt or mistreated, in body or in mind (Article 19)
-  Children have the right to be safe (Article 37)

It is important to us that all teaching and non-teaching staff should approach each situation consistently. This policy intends to help all staff deal in a consistent and effective manner with any incidents of bullying which occur within the school premises and/or during school activities, which may from time to time require involvement in out of school incidents.

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect and this includes pupils reporting an incident that may not be perceived by an adult to be very serious.

Pupils who are bullying need to learn different ways of behaving. The staff of Bournmoor Primary School have a responsibility to respond promptly and effectively to all issues of bullying, whether relating to victim/target, to perpetrator/bully or to bystanders who encourage the bullying activity by watching, doing nothing to help and/or by actively supporting the bullying act through shouting encouragement, recording the activity on a mobile phone etc.

Policy objectives

- Everyone at Bournmoor Primary School takes bullying seriously.
- Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- All governors, teaching and non-teaching staff, pupils and parents should have a common understanding of what bullying is and of a commonly agreed definition of bullying.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported. They should receive training to address policy issues provided by inset, L.A. or outside agencies. Parents/Carers will also be made aware of the policy through the school brochure and the school website and can receive a printed copy on request.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

Definitions

What is bullying?

Bullying is taken to mean the conscious and wilful systematic mental abuse, physical abuse or manipulation by one or more people against another person or people.

Bullying results in pain and distress to the victim and it usually leads to the lowering of the victim's self-esteem, fear, or actual physical harm.

The bullying act may be repetitive or else the fear of the victim may be that a single act may be repeated. It may last for a short period or go on for years. It is at times premeditated and often opportunistic. Sometimes it is directed mainly towards one victim, and may occur serially or randomly. Bullying is an abuse of power by those who carry it out and a bullying incident may be viewed as any incident that is perceived to be bullying by the target and should be treated accordingly. Staff may not have witnessed an incident but should take a child's word seriously and investigate further.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding things, threatening gestures) and using gestures which would intimidate psychologically
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, e.g., email or internet chat room misuse
mobile threats by text messaging or calls, social networking sites
misuse of associated technology, i.e. camera & video facilities

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. All staff should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus or taxi
- begs to be driven to school or an alternative form
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- self-harms
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)

- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

Indicators of the characteristics of bullying

Can be mistaken for bullying but it is not bullying	Bullying where harm is intended	Criminal Activity
Playful teasing A one- off fight Rough and tumble or play fighting without real intention to cause damage Accidental behaviours such as knocking into another during games	<u>PHYSICAL</u> Biting Hair pulling Hitting Kicking Locking in a room Pinching Punching Scratching Spitting Any other form of physical attack Damaging a person's property <u>NON-PHYSICAL</u> Abusive language Abusive telephone calls Abusive texting Extorting money Intimidation/threats of violence Name calling Racist/sexist remarks Sexually suggestive language Cruel remarks Spreading false/malicious rumours <u>NON-VERBAL</u> Direct Mean faces/rude gestures Indirect Manipulating/ruining friendships Systematically excluding, ignoring and isolating Sending often anonymous poisonous notes Videoing incidents <i>Can be any one or a combination</i>	Assault with a weapon Grievous bodily harm Seriously threatening to kill or harm Serious theft Sexual abuse Racial abuse

	<u>Bullying is usually repetitive</u>	
Suggested School Action This should be handled sensitively by the school where appropriate eg. PSHE, Circle Time etc but not treated as bullying	Suggested School Action This should be handled by the school	Suggested School Action This should be handled by the police or other appropriate authorities

Procedures

Within the curriculum, bullying will be dealt with in Personal, Social and Health Education, but may also be covered in other subjects, such as English and ICT.

In non-curriculum areas staff constantly supervise pupils and the respective member(s) of staff will deal with issues involving any bullying. This process of 100% supervision of pupils greatly reduces pupils' opportunities to either be a bully or to be bullied.

1. All bullying incidents will be reported by all staff.
2. The bullying behaviour or threats of bullying will be investigated and dealt with appropriately
3. At the discretion of the Head Teacher parents will be informed and may be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, outside agencies will be consulted.
5. An attempt will be made to help the bully (bullies) change their behaviour.

Practice

The staff will be made aware of:

- The school's standpoint on intolerance of any form of intimidating behaviour, from pupils or staff;
- The rewards and benefits system (age and child appropriate) which can be used to modify pupils' behaviour.
- The support available to incoming members of staff by more experienced staff in the identification of possible areas of interpersonal conflict within the context of Bournmoor Primary School.
- The history of new enrolments relating to prior involvement in bullying as bully or victim. This measure is taken in order to protect the child from further involvement and must not be seen as prejudicial to the child's fair treatment.
- Their privileged position in the social hierarchy of the school and should be aware of their behaviour in the light of the highly vulnerable nature of the pupils.

The staff will take action in relation to bullying that may include:

- Differentiation of curriculum/teaching style to promote non-confrontational situations.
- Building positive interpersonal relationships which model non-aggressive interaction.
- Taking action against acute incidents ranging from verbal reprimand to exclusion.
- Recording incidents on the Log Sheet as soon as possible. If a pattern becomes established then further action may be taken.
- Informing the Headteacher or Deputy Headteacher of any serious incident as soon as possible and making the individual's class teacher aware of the situation
- Major incidents will be recorded in a separate Incident Report by the member of staff who observed the incident and may lead to the involvement of outside agencies.

- Making all pupils aware of the school's position on bullying and on bystanders to bullying incidents. Thereafter they will be treated in context of their individual behaviours.

Perpetrators of bullying may have their behaviour addressed in the following manner:

- Sanctioned in accordance with the agreed practice of the school considering the nature of their offence, the impact on the other party/parties and in context of their existing behavioural modification programme. This may include temporary or permanent exclusion from school.
- All pupils found to have been involved in an incident of bullying will be counselled by a member of staff to avoid any recurrences, initially by their class teacher
- Serious incidents should be reported to the Headteacher or Deputy Headteacher.
- Intractable aggressors will be subject to individual modification programmes built into an Individual Behaviour Programme, in consultation with all staff and other outside agencies, where appropriate.
- Pupils who demonstrate views, which contradict the school's policy on equal opportunities, including racial or sexual harassment, homophobic bullying, or gender bias toward pupils and/or staff will be dealt with in a similar manner as other bullies.

Pupils who are the victims of aggression will be supported:

- By being listened to
- By informing parents where there are cases bullying;
- By involving outside agencies, including the police, where there are cases of physical harm, racial or sexual aggression;
- By providing guidance and counselling with regard to their own behaviour, and the ways in which they may develop confidence and apply and use more socially constructive behaviour if need be;
- By encouraging victims to be aware that the perpetration of similar acts on a third party does not give just cause for release of their emotions, and will be dealt with accordingly.

Outcomes

- 1) The bully (bullies) will be encouraged to apologise and resolve the situation. Dependent on the issue other consequences may take place as deemed fit by the staff involved. The opinions and wishes of the victim must be considered as paramount in resolving issues of bullying
- 2) Wherever possible, the pupils will be reconciled
- 3) In serious cases, suspension or even exclusion will be considered.
- 4) After the incident(s) have been investigated and dealt with, each case will be monitored using report forms to identify appropriate action in order to safeguard the victim.

Reporting

To maintain a system that is manageable and effective, staff use the following procedure.

- All reported bullying incidents to be recorded.
- When a child, parent or member of staff has reported bullying a confidential log of incidents should be kept by the class teacher. This could either be in the perpetrator or the victim's name.
- Incidents should be recorded by the member of staff they were reported to and passed to the class teacher.
- The Headteacher or Deputy Headteacher will use logs to identify pupils who are repeatedly being bullied or are repeatedly bullying and will deal with the issues accordingly.

- Serious Incident Reports will be completed for all cases of serious bullying.
- The Head Teacher, who is also the Anti-bullying Co-ordinator, will analyse reports for patterns.
- The Head Teacher will deal with any exclusions or criminal activity

Recording Incidents

- 1 Staff (including lunchtime staff) are aware of the need to record incidents. The logs are confidential and should be non-accessible to pupils.
- 2 Pupil names/initials recorded, aggressor and target, and episode type are noted.
- 3 'Action taken' stages as follows:

Stage 1	Verbal reprimands.
Stage 2	Verbal report to class teacher, DHT or HT.
Stage 3	Incident report.
Stage 4	Parents informed.
Stage 5	Pupil exclusion
- 4 Repeated acts of bullying should be reported to the HT/DHT who will act accordingly.

Monitoring and evaluation

Monitoring of the policy is annually by the Head Teacher and the Chair of Governors. The Chair of Governors will be kept informed of repeated incidents of bullying.

- ✚ Records will be kept for up to three years and then extended if the need required.
- ✚ Review and up date of policy by governing body every 3 years
- ✚ The policy will be shared and reviewed with staff/pupils/parent-carers.
- ✚ The school council/governors will be involved, where appropriate, in reviewing the policy

PARENT / CARER GUIDANCE

Bournmoor Primary School believes that parents and carers have a vital role in ensuring their child adheres to the school rules and supports the school when dealing with contentious issues.

SIGNS TO LOOK FOR IN YOUR CHILD.

- ✚ Common symptoms may include headaches, stomach aches, anxiety, irritability, stress.
- ✚ They may refuse to attend school.
- ✚ They may have few or no noticeable friends around.
- ✚ They may loose money or property.
- ✚ They may have unexplained bruises etc.
- ✚ They may be unwilling to talk about school.

PARENTS CAN:

1. Support your child: tell them it is not their fault and that they can't choose the way people behave towards them, but they can choose how they respond.
2. Find time to talk to your child: empathise with their situation, although they can't choose what happens in their life, being happy is a positive personal choice.
3. Encourage them to be resilient and strong and that they should keep going to school and that school will make every effort to safeguard them.
4. Remind them they have the same right as anyone else to feel safe and be safe.
5. Speak to the Head Teacher about the problem.

6. If not resolved see the Head Teacher and ask to see their Anti-Bullying policy and the school's Safeguarding policy (All schools, by law, must have an Anti-Bullying policy).
7. Request initiation of an action plan and time line to monitor the bullying.
8. Support your child and the school by becoming involved in reviewing the policy.
9. Complete a log of bullying incidents.
10. If you feel the matter is not resolved then you can contact the Chair of Governors.
It is the parents, pupils, school, and governors' responsibility to try and reconcile bullying incidents that may occur.

IF YOU FEEL YOUR CHILD IS BULLYING OTHER CHILDREN

Look out for signs of bullying by your child or from others:

- ✚ Your child may have more money than usual
- ✚ Your child may have property that does not belong to them
- ✚ Your child may display aggressive behaviour and belittle others

These are only guidelines; your child may display some or all of these and not be bullying

WHAT CAN YOU DO?

If you are concerned do make an appointment to meet your child's teacher or a member of the Senior Management Team of the school.

WITH YOUR CHILD.

- ✚ Talk with them to discourage this behaviour.
- ✚ Discuss how it makes other children feel.
- ✚ Give praise when your child displays co-operative behaviour and kindness to others.
- ✚ Monitor their use of MSN and other forms of communication e.g. mobile phones.

Suggested resources for parents/carers:

Help organisations:

Bullying Online

www.bullying.co.uk

Parentline Online

www.parentlineplus.org.uk

Kidscape Online

www.kidscape.org.uk

ANGER MANAGEMENT

<http://www.kidshealth.org>

Chair of Governors *Mrs T Bell*

Headteacher *Mrs L Snowden*

Date for review September 2020