

Broughton Primary School



Anti Bullying Policy

ANTI-BULLYING POLICY

The aim of Broughton Primary School is to develop a sense of well being in every pupil. We seek to provide each child with the best possible education in a caring, supportive and safe environment, free from oppression, humiliation and abuse, ensuring that they have every opportunity to reach their full potential.

Working in partnership with parents, we wish Broughton Primary School to be an orderly, caring community, where each pupil is free to learn and thrive in a secure atmosphere. A clearly set out code of behaviour helps us to achieve this environment.

Aims of the policy

The purpose of promoting, supporting and maintaining this policy is to guarantee that children feel safe, secure, confident and happy within Broughton Primary School environment and to understand that any concerns are addressed with care and consideration.

Broughton Primary School is therefore committed to:

- Promoting a positive ethos within the school, which fosters the development of skills, self confidence and self esteem
- Sharing information - by encouraging pupils to confide in staff and parents/carers and having clear procedures for dealing with matters of concern
- Developing procedures - by having clear lines of communication and referral for incidents and information and referring the matter to relevant staff
- Monitoring the situation - by ensuring all staff are vigilant and that the policy is reviewed on a regular basis
- Support - providing pupils who have experienced bullying with the help they need
- Prevention - sending out the message that negative behaviour is anti social and will not be tolerated at school

Definition of Bullying

Evidence from various different sources confirms that bullying can occur at any time during a child's career. Often this can revolve around ethnicity, culture, class, religion and disability factors. However this is not always the case and it is sometimes unclear why some children experience harassment.

The St David's Consortium definition of bullying states

"Bullying is any ongoing/repeated act which is unwelcome or hurtful to the victim"

Either an individual child or a group can inflict the distress or hurt. Bullying behaviour can take many forms including the following:

- Emotional - children are repeatedly excluded or ignored, tormented with unpleasant gestures and looks, humiliated or ridiculed
- Verbal - name calling, insulting, persistent teasing, making offensive remarks
- Physical - hitting, kicking or other forms of violence, taking belongings, sexual harassment
- Bullying by text messages or e-mail - sending malicious messages by text, social network site or e-mail

All of the above are equally serious and each victim of bullying will experience distress. This can often have a negative effect on academic achievement. Long term effects can lead to difficulties with personal relationships and low self esteem.

Bullying can affect everyone - not just the individual and the instigators. It can influence other children who may have witnessed violence and the distress of the victim.

Whole School Approach

All members of the school community have a responsibility for preventing and addressing bullying. As a school community at Broughton Primary School we will attempt to eliminate this problem by developing a positive ethos where all children are praised for behaving and working well.

Strategies in place to achieve this are

- Creating good order conducive to learning in all classes
- Differentiating work suitable to the needs of all pupils

- Creating interest by adopting a variety of teaching methods and meaningful assessment of achievements, always emphasising the positive
- Promoting co-operative learning and group work
- Providing social, cultural and sporting activities throughout the year to encourage pupil motivation and well being
- Ensuring children are supervised effectively at all times during the school day
- Promoting individuality, tolerance, social responsibility and consideration for others
- Communicating frequently and effectively with parents and carers
- Promoting care of younger pupils by older ones
- Fostering a sense of belonging
- Introducing adult and peer mediation, buddies, circle time activities and school council
- Using the curriculum - PSHE, circle time, R.E., history, English
- Introducing anti-bullying week - activities done throughout school to raise awareness and contribute to the policy
- Accessing external services to raise self esteem, group work, assertiveness training

In all classes, teachers seek to establish and develop an atmosphere of openness and trust in partnership with pupils, which will make it possible to explore and discuss issues with confidence. As a school many curricular approaches are used as well as school assembly time. The use of theatre groups, interactive cds, the local Police Liaison Officer and links with the behaviour support team offer valuable sources of information and partnership.

In addition the school will also consult pupils and parents regarding the policy and procedures included within it.

Reporting Bullying Incidents

The school will ensure that pupils know how important it is to report bullying they have witnessed or suffered.

Pupils will be assured that their concerns will be responded to with sensitivity and dealt with promptly. All reports will be taken seriously and this policy will be adhered to when dealing with the victim and those who bully or threaten to bully.

Confidentiality for anyone who shares information will be respected

Lines of communication and referral will be clear and efficient

Opportunities for pupils to communicate concerns about bullying will also be provided eg circle time, school council, anti-bullying week

Dealing with Bullying

Pupils, parents, governors and school staff all have responsibilities in tackling this problem. The occurrence of bullying will hopefully be minimised if all parties work in partnership to fulfil the recommendations of this policy.

Possible signs and symbols to look out for which can sometimes suggest bullying is taking place include:

- Poor attendance, truancy, spending a particular day at home sick
- Turning up late
- Loss of equipment, school bags, dinner money
- Unexplained bruises, scratches, torn clothes
- Child becoming withdrawn, anxious/nervous
- Mood swings
- Tantrums or loss of control
- Fear of travelling to or from school
- Fear of being around the school at break times or lunch times
- Deterioration in work
- Defacing of work
- Stops eating or sleeping

There may be other signs and it must be recognised that these signs may be indicative of problems other than bullying. Sometimes there are no overt signs of bullying and all concerned parties must be alert to any unusual happenings around them.

Advice to pupils who are being bullied or have witnessed bullying

- 1) Do not suffer in silence
- 2) Try not to show you are upset
- 3) Stay with a group of friends
- 4) Be assertive - say you don't like what is happening
- 5) Tell a member of staff straight away
- 6) Don't react or fight back
- 7) If you feel unable to tell an adult in school tell a friend or parent

Advice and Guidance for Parents

- 1) Remain calm
- 2) Advise your child not to fight back
- 3) Inform the school immediately
- 4) Encourage your child to make friends as lone children are more of a target for bullies
- 5) Support your child by reinforcing that it is not their fault
- 6) Keep a written record of what happened, be specific about the event
- 7) Stay in touch with the school and work together as a partnership

If you feel that your concerns are not being addressed you can check that procedures are being followed from the anti-bullying policy, discuss concerns with the head teacher or write to the Chair of Governors.

Guidance for staff working in the school

Each bullying incident will be different and how the teacher becomes aware of it will depend on how it is dealt with. However there are some general points:

- Remain sensitised to early signs of distress and high risk periods
- Be accessible to pupils if they wish to discuss problems
- Respond to reports of bullying in a sensitive manner by listening carefully and making written notes of information received
- Offering practical support and exercising professional judgement on immediate responses to situations
- Alerting the Head teacher to whom all known instances of bullying should be referred
- Completing behaviour/incident log to store on file

The Head teacher should

- Regularly highlight the school bullying procedures
- Establish the facts of each case
- Ensure the appropriate disciplinary sanction is used
- Record incidents appropriately
- Follow up and monitor incidents
- Contact and keep all parties informed of developments as required (parents, teachers, governors, LEA)

Procedures for dealing with incidents of bullying

Once bullying concerns have been expressed the following will happen:

- Talk to victim
- Talk to witnesses
- Talk to alleged bully
- Design coping strategies for victim
- Alert teachers to situation
- Allow victim and bully to meet and discuss issues
- Discuss with bully the responsibility to change behaviour/ offer support to do so
- Set a date for review

If the bullying is significant or continues then the following sanctions may be imposed:

- Sanctions for bully - behaviour monitoring/loss of privileges
 - contact home
 - involve outside agencies
 - use of internal exclusion
 - exclusion

The sanctions above could occur in any order according to the incident and the circumstances.

Anti Bullying Policy

The Anti Bullying policy and procedure was passed for use in Broughton Primary School.

On:.....

By:.....Headteacher

By:.....Chair of Governors

Date of planned review:.....