



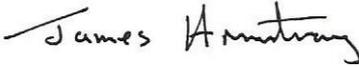
**Barleyhurst Park Primary School**

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## **Anti-Bullying Policy**

Approved by Governors

Date: 4<sup>th</sup> April 2019

Signed  Chair of Governors



# Barleyhurst Park Primary School

## Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils know that incidents will be dealt with promptly and effectively. We are a **telling** school. This means anyone who knows that bullying is happening is expected to tell the staff.

## What is bullying?

Bullying is the repeated and sustained use of aggression with the intent of hurting another person. Bullying results in pain and stress for the victim. It is not the same as a conflict between two equals or random unprovoked aggressive acts. It is deliberate.

Bullying can be:

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- 1. Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- 2. Physical- Pushing, kicking, hitting, punching or any use of violence;
- 3. Racist- racial taunts, graffiti and gestures;
- 4. Sexual- unwanted physical contact or sexually abusive comments;
- 5. Homophobic- because of, or focusing on, the issue of sexuality;
- 6. Verbal- name-calling, sarcasm, spreading rumours, teasing;
- 7. Cyber- all areas of internet, such as e-mail and internet chat room misuse, forums, blogging or webcam mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

## What is cyberbullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video—clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through Instant Messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying. School staff, parents and pupils at Barleyhurst Park Primary School need to continue to work together to prevent this and to tackle it whenever it occurs.



## Barleyhurst Park Primary School

### Barleyhurst Park Primary School has a duty to ensure:

- Teachers have sufficient knowledge to deal with cyberbullying in school
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely
- All e-communications used on the school site or as part of school activities off-site are monitored
- Internet blocking technologies are continually updated and harmful sites blocked
- Staff work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- They work with police and other partners on managing cyberbullying.

### Barleyhurst Park Primary School staff have responsibilities in:

- Teaching children safe Internet etiquette;
- Applying school policy in monitoring electronic messages and images on school computer programmes and applications children use as part of the curriculum, this includes:
  1. Personal privacy rights,
  2. Material posted on any electronic platform,
  3. Photographic images,
  4. Taking action if a pupil is being cyber bullied or is bullying someone else,
  5. Teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications.

### Aims and objectives

- Children and young people need to be safe from bullying and discrimination.
- Children and young people should be helped to develop positive relationships and choose not to bully or discriminate.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying is not tolerated.

### Procedures

- Any incidents should be reported to the class teacher initially; they will be recorded and investigated.
- Outcomes of investigations will be reported back to the parents of all the pupils involved.
- All staff will be advised of the situation and the bullying stopped quickly.
- If necessary and appropriate, police will be consulted.
- Restorative principles will be used to help the bully (bullies) change their behaviour.



## Barleyhurst Park Primary School

The school aims to develop a safe and friendly environment and we aim to prevent bullying through the use of:

- Shared rules which are consistent and upheld by teachers, non-teaching staff, parents and pupils;
- The use of pastoral support to help pupils struggling to choose not to bully others;
- Using 'check ins' with a focus on bullying or getting on and falling out;
- Using assembly sessions to explore bullying and the effects of bullying on others.

### Role of the Class Teacher

- The class teacher supports the pupils to make the choice not to bully others, teaching them through PSHE and through a shared understanding that everyone has the right to feel safe.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied whilst addressing the needs of the bully or bullies...
- The Class Teacher is the first point of contact and has a responsibility to record, report and investigate any report of bullying. He/she is supported by a member of the Senior Leadership Team, who may lead further investigations into the incident or incidents.
- In cases where a child has been bullied the teacher will consult with the Headteacher and arrange to meet all of the parents involved. All incidents of bullying are to be recorded whether they occur inside or outside lesson time, either near the school or on the children's way home or to school.

### The role of the pupil

- Pupils are to respect the right of others to feel safe and choose not to bully. Where children witness bullying they have a responsibility to inform an adult; where this is a parent, the parent has a responsibility to report it to the class teacher.
- During investigations, children should be encouraged to be honest and where appropriate accept responsibility for their behaviour, apologising to those they have hurt. They also need to agree to behave in accordance with the school's policy on bullying and behaviour.

Restorative principles are used to aid their understanding of their own actions and the feelings they have caused to another, whilst attempting to change their behaviour.

### The Role of Parents

- Parents who are concerned that their child might be being bullied or suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately to report their concerns (see attached list of signs and behaviours). Once the investigations have begun parents have a responsibility to support the school to ensure issues are dealt with effectively, maintaining open and supportive dialogue. To help the school prevent bullying, parents should support the anti-bullying policy and actively encourage their child to be a positive member of the school.
- If any adult witnesses an incident of bullying in or out of school, they should report the incident to the school.



## Barleyhurst Park Primary School

### The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure teachers and non-teaching staff; parents and pupils are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy reporting any incidents and their outcomes to the governors.
- The Headteacher ensures all children know that bullying is wrong and that it is unacceptable behaviour in our school. The Headteacher should monitor planning to ensure pupils are supported through stories and circle time activities to make the choice not to bully. In addition, the Headteacher uses assemblies to address the whole school, ensuring the children are aware of the policy and know that they should report incidents to any member of staff and it will be acted on quickly and effectively.
- The Headteacher ensures all members of staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### The role of governors

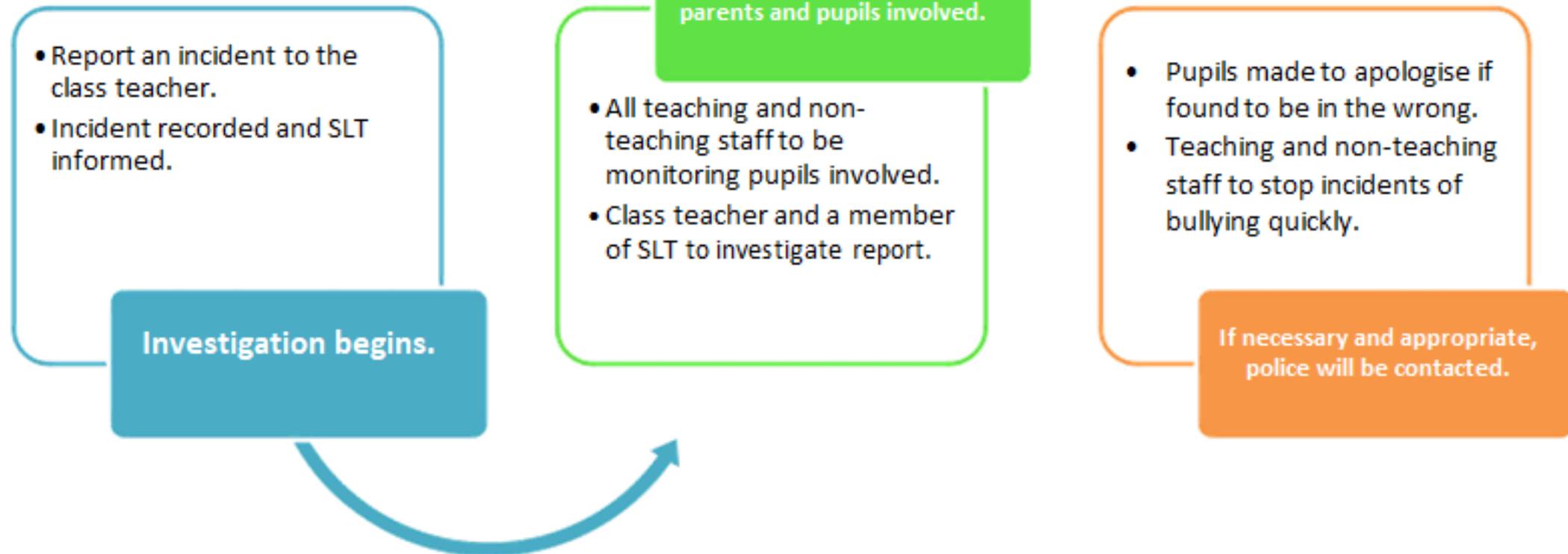
- The governing board supports the Headteacher in all attempts to eliminate bullying from the school. This policy statement makes it very clear that the governing board does not accept bullying to take place in the school, and that any incidents of bullying are taken very seriously and dealt with appropriately.
- The governing board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on the effectiveness of school anti-bullying strategies.
- The governing board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to the committee assigned to the case.

### Monitoring and review

- This policy is monitored by the Headteacher, who reports to governors regarding the effectiveness of the policy.
- This anti-bullying policy is the responsibility of the governors and they review its effectiveness annually. They do this by discussing the school's log of incidents and discussions with the Headteacher. Governors analyse information with regard to gender, age, ethnic background and special educational needs or disability of all children involved with bullying incidents.



## How does the school investigate reports of bullying?





Are you unhappy with the outcome of the initial investigation?

- Although an incident has been investigated by the school, you still have concerns.
- Report your concerns to the Chair of governors.

Committee set up to investigate the incident and respond within 10 days.

Committee to respond to report and inform the Chair of governors of the conclusions.

- Head teacher asked to investigate the incident, or incidents, talking to staff and pupils involved.
- Headteacher to report the findings to the committee.

- Governors to inform Headteacher of their conclusions and actions to be taken.
- Letter sent out to parents involved, identifying findings and actions to be taken.

If necessary and appropriate, police will be consulted.



## Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of those 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
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobia)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- 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 at school work
- Comes home with torn clothing or damaged books
- Has possessions damaged or go missing
- Asks for money or starts stealing money (to pay a bully)
- Has dinner or other monies go missing or continually lost
- Has unexplained cuts or bruises
- Comes home hungry saying their lunch has been stolen
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Give improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and therefore should be investigated.