



COMPASSION, ACCEPTANCE, RESPONSIBILITY, FORGIVENESS, TRUST

Our Christian Values

God teaches us to forgive and always accept forgiveness

We receive the Christian way of life as a gift from God

We believe and trust in God who loves each one of us

We are all unique children of God

Whatever you wish that men would do to you do to them

We are all equally precious and loved by God

BURHAM CE PRIMARY SCHOOL

ANTI-BULLYING POLICY

This policy is based on DfE guidance "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies" and supporting documents "Supporting children and young people who are bullied: advice for schools", "Cyberbullying: advice for headteachers and school staff", "Advice for parents and carers on cyberbullying" November 2014 . It also takes into account the DfE statutory guidance, "Keeping Children Safe in Education" 2016.

This policy outlines what Burham CE Primary School will do to prevent and tackle all forms of bullying

Principles.

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form.

Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies will involve school staff, parents/carers and other professionals involved with children who are victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying.

Information about School's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

Aims

- To fulfil School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the School's zero tolerance attitude towards bullying behaviour.
- To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- To reassure parents and carers that School takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

- To develop and implement an anti-bullying policy based on a consistently implemented whole school approach.
- To raise awareness among staff, parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To clarify the extent of the problem and ensure that the School allocates a proportionate amount of time and energy to bringing it under control.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner and to provide them with support to enable them to change their behaviour.

Definition.

Any interaction between an individual or group of people which is perceived or intended to be:

- **Deliberately hurtful (including aggression)**
- **Repeated, often over a long period of time**
- **Difficult for victims to defend themselves against**

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", November 2014)

Bullying behaviour may take many forms often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. Direct forms include physical violence and

threats; verbal assaults and taunts; the destruction of property, extortion; unwanted sexual interest or contact.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social media sites and apps, and sending offensive or degrading imagery by mobile phone or via the internet.

Our school takes all form of bullying seriously and is particularly concerned to take action to any incidents which involve racist, sexist, disablist or homophobic elements.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

Scope

Our policy applies only to incidents of bullying which takes place on our school premises. The school is not legally responsible for bullying which takes place elsewhere.

However, our school has an enduring interest in the welfare and conduct of our pupils and will respond positively to any information it receives about bullying outside school.

Prevention.

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

- At whole school level - through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes that may be introduced.
- At classroom level - during class times, circle time, topic work, PHSCE and Citizenship.
- At individual level - children who are felt to be at risk of bullying (or have suffered from bullying in the past) will be offered additional support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- Our school recognizes that there are particular times when children may be more vulnerable to bullying - lunch and break times and therefore arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with the school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly if parents believe their child is bullying others, this information should be shared with the school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies will operate within our school because the ethos is founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment In order to help children learn and develop

appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

Parental involvement.

Our school is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Our school will help to mediate with parents, where possible with regards to cyber bullying.

Our school recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying - either as victim or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or perpetrator) the school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

Implementation

Our school is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management.

Our school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

When a member of staff receives information, either directly or indirectly, that a child may have been a victim of a bullying incident, this report will be taken seriously and investigated

Our school will offer a proactive, sympathetic and supportive response to children who are victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- Immediate action to stop incident and secure the child's safety
- Positive reinforcement that reporting the incident for the behaviour of the bully
- Reassure the victim is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Befriending
- Extra supervision/monitoring
- Further referral through County wide procedures
- Peer mentoring
- Informing and involving parents
- Arrangements to review progress

For the bully

Our school takes bullying behaviour very seriously and will adopt a supportive, pragmatic,

problem-solving approach to enable bullies to behave in a more acceptable way. Our school does not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

Our school will respond to incidents of bullying in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly.

The following options will be considered:

- Immediate action to stop an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- Loss of lunchtime and breaktime privileges
- Daily Headteacher's report
- Removal from class
- Parents informed
- Adult mediation between the perpetrator and the victim
- Fixed periods of exclusions
- Permanent exclusions
- Rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control.

Monitoring and evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disablist or homophobic element will be identified.

The Headteacher's report to Full Governing Body includes any incidents and will indicate the extent of the problem and any trends which may emerge. This information will be shared with parents/carers and pupils.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address ongoing concerns. These will be shared with staff, parents/carers and pupils.

November 2004

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Reviewed May 2011

Reviewed November 2011

Reviewed July 2014

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