

BRAILSFORD CHURCH OF ENGLAND PRIMARY SCHOOL

ANTI-BULLYING POLICY

At Brailsford Primary School, we pride ourselves on the behaviour of our children. The children make positive relationships with each other and value their friendships. As part of Derbyshire School's Anti-bullying commitment, school has produced an anti-bullying policy.

This policy outlines the definition of bullying and the school's approach to dealing with situations that may arise. Above all, the policy demonstrates the commitment Brailsford Primary School has to creating a safe, happy and stimulating environment for all our children.

The term bullying has many definitions. Discussions about differences in interpretation of acts of behaviour which might be regarded as bullying form part of the way bullying is addressed with the pupils.

In a school environment, bullying could take the form of:

- ◆ Pupils being deliberately hurtful to others (which may include aggression)
- ◆ A behaviour that could be repeated over a period of time
- ◆ Situations where it is very difficult for the victims of the bullying to defend themselves

There are different types of bullying, including:

- ◆ Physical (hitting, kicking, theft)
- ◆ Verbal (name calling, racist or homophobic remarks)
- ◆ Indirect (spreading rumours, excluding someone from social groups)
- ◆ "Cyber-bullying" – including e.mail, social media and mobile phone bullying

Staff are careful about labelling any act as bullying or any child as a bully. To treat bullying as a serious matter requires that we reserve the term bullying for instances as above – where there is a deliberate intention to hurt, or where the behaviour is unwanted or repeated. An act of thoughtlessness or unkindness is not necessarily bullying. School will work with parents to ensure the term bullying is not used to describe an act of thoughtlessness or unkindness, or used to describe an individual incident.

School has a clear code of behaviour and expectations that all our children are required to meet. We frequently work with the children to promote our school's ethos and code of behaviour.

Aims

- ◆ All reports of bullying will be treated seriously and dealt with calmly
- ◆ Effective strategies will be developed to prevent bullying
- ◆ All children are regularly informed of the school's rules and sanctions for inappropriate behavior
- ◆ All children understand the term STOP

It is a school's legal duty to prevent bullying among pupils (See School's Standards and Framework).

Where does bullying occur

Bullying can occur in the classroom environment or can often occur out of adult sight, e.g. in the playground, corridors or toilets. Our school has a set of rules for the classroom and playground environments. They provide clear guidelines on what is acceptable behaviour (see Behaviour Policy).

School is not directly responsible for bullying incidents off the premises. However, the school will encourage children to discuss outside incidents and offer support where appropriate, which may involve contacting parents, other schools or outside agencies.

Procedure for dealing with an incident

All staff connected with the school are to be aware of and consistent in applying the procedure that follows an actual or alleged incident.

The circumstances

Assess the true nature of the incident before applying any strategy. Do not make any premature assumptions.

Speak to the child responsible – often a simple word or two may be all that is required.

Immediate action

Action should always be taken as soon as possible after an incident:

- ◆ Headteacher intervention is often necessary
- ◆ Possible time out from an activity or playtime session
- ◆ Headteacher or other teacher to record behaviour on form 1 from the Record of Incident file in the Headteacher's office and assess if the incident constitutes bullying
- ◆ Inform parents or guardians of incident if it is deemed to constitute bullying
- ◆ All staff involved in monitoring child's behaviour and report back to headteacher
- ◆ Check the bullying is not resumed

Other agencies may be involved in the monitoring of behaviour.

Parents

All parents should be made aware of the school's Anti-bullying Policy. Parents can be involved and provided with information advising them of the possible consequences of incidents that may involve their children. Parents will be involved at an early stage when an incident involving their child has been reported. Parents will be invited in to discuss their child's behaviour, not to be told their child has been bullying or is being bullied. Parents and children will receive comprehensive support from school.

Raising awareness in school

Our school will

- ◆ Raise awareness about bullying and the Anti-bullying policy
- ◆ Increase understanding and help build on the Anti-bullying ethos
- ◆ Teach pupils to constructively manage their relationships with other pupils

We can raise awareness through:

- ◆ School collective worship
- ◆ Special visitors
- ◆ Co-operative group work
- ◆ Drama and Role Play
- ◆ Games
- ◆ Problem solving activities
- ◆ Videos, Software, Internet
- ◆ Circle Time
- ◆ Puppets
- ◆ Stories including social stories

- ◆ Playground Games
- ◆ Health promoting Schools
- ◆ Parent involvement
- ◆ School and class councils
- ◆ Anti-Bullying Week
- ◆ STOP – Several times on purpose
- ◆ Anti-Bullying Ambassadors

School encourages many co-operative group activities that will enable children to be more tolerant of each other, develop trust and listening skills.

Personal, Social, Health Education

Each class sets aside time for PSHE. Anti-bullying issues can be addressed in this session where children and adults sit together and take part in games and discussions.

PSHE time encourages:

- ◆ Confidence and responsibility
- ◆ Developing a healthy lifestyle
- ◆ Developing good relationships
- ◆ Respecting differences
- ◆ Respecting other's property

Links to other Policies

PSHE Policy and Schemes, Sex and Relationships Policy and Drugs Policy, Child Protection and Safeguarding Policy, e-Safety Policy, Complaints Policy, Equalities Policy.

Monitoring and review

The Anti-bullying co-ordinator will, in conjunction with the Headteacher, identify and record where necessary the success and the need to further develop the policy. They will need to see evidence of any incidents and may be required to report back to the safeguarding governor.

The school will review the policy annually, which will be frequently visited by all staff, governors and parents, particularly those new to the school.

All relevant employees of Brailsford CE Primary School must have sight of a copy of this policy and sign the cover sheet in the staffroom file to acknowledge that they have read and understood the information supplied and agree to abide by it.

Signed:

Mr. R. Tomlinson
Chair of Governors

Date: October 2015

To be reviewed annually
 Next review October 2016