



Brabourne CE Primary School

Anti-Bullying Policy - June 2017

This policy has been prepared with the Christian Values of courage— this is a core value of the school and all members of the school community aspire to live by these values daily. Brabourne School is committed to creating a supportive, caring and friendly environment where children can fulfil their potential and be themselves. Every child has the right to belong to a school that is safe, relaxed and secure. We recognise that it takes courage to stand-up to bullies and all members of the school community are encouraged to challenge bullying and to seek help for themselves or others if they see it happening.

“If we see anyone being mean, we will always tell an adult “, Year 2 Pupil.

1. Objectives of this Policy

The aims of this policy are to prevent bullying from taking place and create an ethos where any bullying, including between adults or adults and children and young people, will be deemed unacceptable. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby everyone within the school community has the right to feel safe and fulfil their own potential.

“This is my commandment, that you love one another as I have loved you” John 15.12

2. Our school community:

- Supports all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Report back to parents regarding their concerns on bullying and deal promptly with complaints. Parents in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3. Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”.

Bullying can be:

Emotional

Being unfriendly, excluding, and pressuring you to do something or give money or possessions, tormenting (eg. Hiding personal possessions, making threatening or humiliating gestures)

Physical

Pushing, kicking, hitting, any use of physical violence or the threat of violence or damaging of possessions

Racist

Racial taunts, graffiti, gestures

Sexual

Unwanted physical contact or sexually abusive comments

Homophobic

Abusive comments focusing on sexuality

Verbal

Name calling, sarcasm, spreading rumours

Cyber

Sending abusive text messages, using networking sites to taunt and torment or to say hurtful things.

Misuse of associated technology i.e. camera and video facilities

4. Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to LDD (learning difficulties or disability).
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers or looked after children or otherwise related to home circumstances.

5. Signs of bullying

All pupils are encouraged to report bullying incidents and all staff will be vigilant in looking for signs of bullying and taking immediate action against it. Signs of bullying may include the following behaviours, if a child:

- Is frightened of walking to and from school
- Doesn't want to go on a school bus
- Changes their normal routine
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn, anxious or lacking confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill regularly in the morning before school
- Begins to do poorly in school
- Arrives home with damaged clothes or possessions
- Has possessions frequently "go missing"
- Asks for money or starts to steal money
- Has money "go missing"
- Has unexpected cuts and bruises
- Arrives home hungry
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong

- Is afraid to use the Internet or mobile phone
- Has the desire to remain with an adult
- Has erratic attendance.
- Gives improbable excuses for any of the above

6. What the school will do

All members of the school community, both pupils and adults, have a responsibility to recognise and reports acts of bullying. Any adult members of the school who feel they are the victims of bullying should seek help from either the Headteacher or Chair of Governors. Pupils are encouraged to report bullying and parents with any concerns should contact the Headteacher immediately.

*In everything do to others as you would have them do to you; for this is the law and the prophets.
Matthew 7.12*

- Every pupil will know that they have a class teacher or teaching assistant to whom they may talk in confidence.
- Any report of bullying will be followed up. If appropriate, the incident will be reported to the Headteacher; the bully will be reprimanded in line with the Behaviour Policy and the victim will be protected and supported to ensure that the bullying behaviour is not repeated.
- In serious cases of bullying, parents will be informed and record of the incident kept on file.
- Bullying will be discussed as part of the personal and social education programme of the school.
- At weekly staff meetings safeguarding and child concerns are discussed; for example concerns about friendships. In this way the whole staff monitor pupil interactions and behaviour, especially of the vulnerable pupil.

6. Support for those who bully

We believe that bullies need to be helped to ensure there is no repetition of the bullying behaviour. Staff, parents and children should work together to help the bully change his/her behaviour so that he/she works with others rather than bullying and intimidating.

7. Support for those who have been bullied

Victims need reassurance and should not be made to feel inadequate or foolish. Help, advice and support should be made available. In serious circumstances parents will be informed of bullying situations and be reassured that the school will make every effort to ensure the matter is resolved quickly and effectively.

8. Preventing, identifying and responding to bullying

Do not repay anyone evil for evil, but take thought for what is noble in the sight of all. Romans 12.17

The school community will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Ensure incidents of bullying will be dealt with in accordance with the school Behaviour Policy. At this time we will always inform and liaise with parents.

9. Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

10. Liaison with parents and carers

We will:

- Ensure that all parents know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively.
- Ensure all parents know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

11. Monitoring

These policy and procedures will be regularly monitored and evaluated for its effectiveness by the Governors, the Headteacher and all staff. It will be reviewed every two years.

Useful Support Agencies

Anti-bullying Alliance

The Alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations that can help with bullying issues.

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

020 7730 3300

Childline

Advice and stories from children who have survived bullying.
0800 01111

Bullying On Line
www.bullying.co.uk

Parentline Plus
Advice and links for parents. www.parentlineplus.org.uk
0808 800 2222