

Anti-bullying policy

(To be read in conjunction with the behaviour/PSHE, and Single Equalities policies)



**Bigland
Green
Primary
School**

Bigland Green has a legal responsibility to ensure that pupils in the school enjoy their rights. These include the right to be safe, be healthy, enjoy and achieve and make a positive contribution to school life. Bigland Green maintains a caring approach to children and ensures equality as outlined in the school's Single Equality Policy. Any forms of bullying, racial or other type of harassment are not tolerated. The school is proactive in ensuring equality of opportunities for all.

This anti-bullying policy has been developed in consultation with pupils, parents, staff, volunteers and governors and is reviewed regularly.

What is bullying?

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons (possibly causing physical or psychological harm to the victim). It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

Bullying generally falls into one or a combination of the following categories:

- Physical Bullying – Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.
- Psychological – Reduction of a person's self esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.
- Social- Ostracism/rejection by peer group.
- Verbal – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- Cyber bullying – Using mobile phones or the internet to deliberately upset someone.
- Homophobic – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-genders, or those perceived to be lesbian, gay, bisexual or trans-gender.

The vast majority of the reported incidences at Bigland Green fall in the 'verbal' category which is also reaffirmed by the feedback from the consultation with the key stakeholders.

Objectives of this Policy

- To ensure that everyone in the school community have an understanding of what bullying is and how the school will deal with incidences of bullying
- To develop a listening caring ethos at Bigland Green where any form of bullying is not tolerated and dealt with in the appropriate manner
- To encourage discussion and not make premature assumptions and to foster a problem solving approach
- The staff is made aware of the anti-bullying policy by School Management and has access to where the policy is kept.
- Explore issues through the curriculum by Seal, PSHE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour

Procedures

- Children should report bullying incidents to available staff or someone who they can trust. In cases of serious bullying, the incidents will be recorded by staff in the 'Incident Book' and investigated by a member of the leadership team.
- Parents must report any bullying incidences using the attached form – also available in the school office.
- In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) to change their behaviour.
- If necessary and appropriate, external agencies will be consulted to provide support.

Outcomes

- The bully (bullies) will be asked to genuinely apologise. Other consequences such as (a) an apology letter or (b) a written contract may be required.
- The school will aim to sort out differences and encourage the pupils to reconcile.
- In serious cases, parents will be informed in writing and suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored by the School Leadership Team (SLT) to ensure repeated bullying does not take place.

Prevention

We will use various methods for helping children to prevent bullying. This will include:

- Have a listening caring ethos
- Provide regular, structured time for the School Council to discuss issues related to bullying and contribute to the development and implementation of effective anti-bullying strategies
- Encourage discussion and do not make premature assumptions
- Adopt a problem solving approach
- Support the bully and the victim in modifying behaviour
- Provide information through notice boards, posters and Child line.
- Provide support through playground buddies, friendship group and peer support.
- The anti-bullying policy works along side the behaviour policy. This is discussed with the children in class so they are informed of the procedures

The school will also

- Ensure that the staff and parents are made aware of the anti-bullying policy by School Leadership Team and have access to the policy (e.g. School Office, School website and Newsletters).
- Explore issues through the curriculum by Seal, PSHE, assemblies and Anti-bullying week.
- Make links to the school improvement plan (SIP) so that the issues identified from the consultation process are addressed effectively.
- Use the annual Anti-bullying week to update staff knowledge, understanding and skills about proactive and preventative measures, and to check staff confidence level and assess the effectiveness of this policy.

Date approved	Signature	Next review
September 2020	B. A. Pappa	As required

Report on a
Bullying/Racist Incident



PART ONE – to be completed by the person reporting the incident.

Full name/address of the person reporting the incident	
Date, time and place of the breach	
Please provide a full description of the incident (specific details rather than general comments are required in order to deal with the reported incident)	
Please use the other side or a separate sheet if required...	
Signature:	Date:

PART TWO – To be completed by the person investigating the incident

Names of investigator(s)	Date the investigation took place
Main finding(s)	
Actions taken and the support provided to the victim	
Actions take and support provided to the perpetrator	
Signature:	Date: