Anti-Bullying Policy

Safe, Secure and Successful
- the Blakesley way
*Statement of Intent*

The Birmingham LA Anti-bullying Statement states that:

"All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying."

At Blakesley Hall Primary School we are committed to enabling all members of the school community to be:

SAFE, SECURE and SUCCESSFUL

SAFE

We aim to take all reasonable steps to ensure the physical safety of the school community

SECURE

We aim to make school an emotionally supportive environment for all

SUCCESSFUL

We aim to enable all members of the school community to achieve their academic potential

This is the 'Blakesley Way'

Bullying of any kind is unacceptable in our school. We continuously strive to maintain our non-bullying ethos in which relationships are based on mutual respect, trust, caring and consideration for others. Our aim is to marginalise bullying. If bullying does occur, all pupils should feel empowered to tell and feel secure in the knowledge that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell an adult.

**What is bullying?**

At Blakesley Hall Primary School we believe that bullying is always related to an abuse of power. It is a deliberate action, often involving aggression. Bullying may be repeated behaviour, over a period of time, but it can also be an isolated incident. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, 'dirty' looks)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing

Children should be taught that it is **not acceptable to be a bystander** and that everyone else has a responsibility to report incidents of bullying.

At Blakesley Hall Primary School we recognise the need not only to respond to and manage incidents of bullying effectively, but to actively seek to **prevent** the occurrence of all types of bulling.

**Objectives of this policy**

- All governors, teachers and support staff, pupils and parents should have a shared understanding of what constitutes bullying.
- All governors, teaching and support 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 will not be tolerated.

**Signs and Symptoms**
A child may indicate by signs or behaviour that he or she is being bullied. All school staff should be aware of these possible signs and that they should investigate if a child:

• Is frightened of walking to and from school
• Is unwilling to go out at break or lunch time
• Is unhappy about coming to school
• Changes their usual routine
• Becomes withdrawn, anxious, or lacking in confidence
• Begins to do poorly at school
• Has possessions 'go missing'
• Has dinner or other monies constantly 'lost'
• Has unexplained cuts and bruises
• Becomes aggressive, disruptive or unreasonable
• Is bullying other children or siblings
• Is frightened to say what is wrong
• Gives improbable excuses for any of the above

Research undertaken by the DFES indicates that children are more likely to tell a family member that they are being bullied than tell their teacher. At Blakesley Hall, **we encourage parents to report incidents of bullying immediately so that appropriate action can be taken.** Parents may also report that their child:

• Cries themselves to sleep or has nightmares
• Feels ill in the morning
• Comes home with clothes torn or possessions damaged
• Asks for money or starts stealing money
• Stops eating

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

**PROCEDURES**

**Class Teacher**
If bullying is suspected or has been reported, in line with the school behaviour policy, class teachers will:

1. investigate carefully to establish whether bullying has occurred
2. record all identified cases of bullying on the Birmingham LA Bullying and Racial Harassment Recording Form and pass to either the Deputy Head Teacher (DHT) or the Head Teacher (HT) to be held in the central record file in the Head Teacher's office
3. pass all serious or repeated cases of bullying directly to a Senior Leader
4. pass all cases of bullying involving children from other classes or year groups directly to the DHT or HT
5. offer support to the victim and escort the perpetrator/s to the Phase Leader at the earliest opportunity
6. involve the parents of both the victim and the perpetrator at the end of the school day
7. undertake to support and guide the perpetrator/s of bullying in an attempt to change their behaviour
8. undertake, in line with Birmingham LA guidance, to follow up the incident to check that bullying has not re-occurred
Cyber Bullying

By adopting the recommended no use of social networking sites on school premises, Blakesley Hall Primary School protects itself from accusations of complicity in any cyber bullying through the provision of access.

Parents should be clearly aware of the school’s policy of access to social networking sites.

Where a disclosure of cyber bullying is made, schools now have the duty to investigate and protect, even where the bullying originates outside the school.

This can be a complex area and these examples might help:

A child is receiving taunts on Facebook and texts from an ex pupil who moved three months ago. This is not a responsibility, though the school might contact the new school to broker a resolution.

A child is receiving taunts from peers. It is all at weekends using MSN and Facebook. The pupils are in the school. The school has a duty of care to investigate and work with the families, as they attend the school.

A child is receiving taunts from peers. It is all at weekends using Facebook. The pupils are in Year 5. This is the tricky one. The school has a duty of care to investigate and work with the families, as they attend the school. However, they are also fully within their rights to warn all the parents (including the victim) that they are condoning the use of Facebook outside the terms and conditions of the site and they are expected to ensure that use of the site stops. At any further referral to the school the school could legitimately say that the victims and perpetrators had failed to follow the schools recommendation. They could then deal with residual bullying in the school, but refuse to deal with the social networking issues.

Once disclosure is made, investigation will have to involve the families. This should be dealt with under the schools adopted anti bullying policy.

If parent/carers refuse to engage and bullying continues, it can be referred to the police as harassment.

This guidance can also apply to text and mobile phone cyber bullying.

Senior Leaders
If bullying is suspected or has been reported, in line with the school behaviour policy, Senior Leaders will:

1. have knowledge of and be involved in all cases of serious or persistent bullying
2. regular monitor the centrally held file of recorded incidents of bullying
3. ensure that, in line with Birmingham LA requirements, all incidents of racial bullying are also reported to the Governing Body and the LA
4. undertake, alongside class teacher and pastoral TA’s, to support and guide the perpetrator/s of bullying in an attempt to change their behaviour
5. in severe cases or when bullying has been persistent, consider strong sanctions such as fixed-term or permanent exclusion or the involvement of the police (HT)

Teaching Assistants
Teaching Assistants will report any suspected incidents of bullying to the class teacher for investigation. Parents with any concerns or information about bullying will be directed to the class teacher or pastoral leader.
Lunch Time Supervisors
Lunchtime Supervisors will:
1. take all suspected or reported incidents of bullying seriously
2. gather information regarding the incident and ensure that the suspected victim is safe, usually by placing them under the direct supervision by the Senior Lunchtime Supervisor for the duration of the lunchtime
3. undertake to inform the victim’s class teacher so that appropriate action can be taken
4. in serious cases, inform the senior leader on duty as soon as possible

Challenging and Combating Bullying
At Blakesley Hall, we endeavour to reduce to a minimum, the incidences of bullying by:
(PUPILS)
• teaching pupils to recognise what does, and what does not, constitute ‘bullying’
• ensuring all children know what the school policy is on bullying and what to do if bullying occurs
• incorporating the teaching of anti-bullying strategies into regular classroom activities such as Circle Time
• full integration of the PSHE and citizenship Framework into our curriculum
• using class, year group and Key Stage assemblies to reinforce school policy and the School Golden Rules
• training older children to act as Mediators to support peers to resolve differences and avoid conflict
• providing designated members of the staff team to give pastoral support to pupils
• referring ‘at risk’ pupils (victims and perpetrators) for counselling support with the Cole Heath Consortium (CHSS)
• running anti-bullying and anti-racism assemblies to enable a whole school focus on the issues involvement in National Anti Bullying Weeks
• consulting with children about incidents of bullying, i.e. type, frequency, location etc

(PARENTS)
• consulting with parents to develop a shared understanding of the issues related to bullying
• creating opportunities for parents to attend workshops and meetings
• providing parents with regular and up-to-date information regarding school policy and procedures
• responding promptly, in line with school policy, to any parental concerns
• ensuring that staff have regular training, briefings, support and guidance to enable the effective delivery of school policy.

This policy should be read in conjunction with the school Positive Behaviour Policy.

Reviewed by: Dionne Da-Costa, Assistant Headteacher Date: October 2015