

Barrs Court Primary School

Anti-Bullying Policy

September 2022



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| Date approved by Headteacher | September 13 th 2022 | |
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BARRS COURT PRIMARY SCHOOL ANTI-BULLYING POLICY

At Barrs Court Primary School we establish a climate of trust and respect; a place where all can learn without anxiety. By praising, rewarding and celebrating the success of all children in both work and behaviour, we aim to prevent incidents of bullying. We take bullying seriously and will respond promptly to any incident brought to our attention.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- 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.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers 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

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". (DfE "Preventing and Tackling Bullying", March 2014)

The three main aspects in most definitions of bullying are:

- It is deliberately hurtful behaviour (physically and emotionally) and
- It is repeated often over a period of time (**Several Times On Purpose**) and
- It is difficult for those being bullied to defend themselves (There is usually an imbalance of power or strength). However, if two pupils of equal power or strength have the occasional fight or quarrel, this is not bullying and will be resolved using our Behaviour Policy.

Forms of bullying

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

- Bullying related to race, religion, gender or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying relating to hazing.
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology –"cyberbullying"
- Peer on peer abuse

The main types of bullying are:-

- Physical: hitting, kicking, taking/damaging belongings, being forced to do something they don't want to
- Verbal: name-calling, offensive comments, insulting remarks about race, religion and culture
- Indirect: spreading hurtful and untruthful rumours about someone or targeted exclusion of someone from a social group.

- Cyberbullying: text messages, emails, social media, images/videos posted online or shared via mobile phone/other device

Preventing, Identifying and Responding to Bullying

All schools are likely to have some problems with bullying. At Barrs Court Primary School, we treat each incident of bullying very seriously.

Staff

Staff will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- 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.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Ensure that all children know how to express worries and anxieties about bullying.
- Train all staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Create "safe spaces" for vulnerable children.

Parents

Parents and families have an important part to play in helping school deal with bullying.

Parents are expected to:

- Act as role models for their children, setting an example of courtesy and respect for others in all communication with school staff.
- Support the school's anti-bullying policy
- Discourage their child from using bullying behaviour at home or elsewhere and show them how to resolve difficult situations without using violence or aggression
- Encourage their child to be a responsible member of the school community
- Contact their child's teacher **immediately** if they have any concerns relating to bullying; referring the matter directly to the school and not approaching any child or parent themselves

Children

Children are expected to:

- Follow the school Behaviour Policy and show '**Respect, Kindness, Safety**'
- Tell a trusted adult when bullying is taking place and recognise that if they observe bullying and do nothing, this can be seen as supporting bullying e.g laughing at bullying, watching/encouraging a fight
- Know that nasty comments made using technology (including phones) is a form of bullying
- Share their worries with others

Dealing with Incidents

We encourage the children to take the following steps if they perceive they are being bullied:-

- Be firm and clear – look them in the eye and tell them to stop.
- Get away from the situation as soon as possible.
- Tell an adult what has happened straight away.

If a child has been bullied, a member of staff will:-

- Calmly talk with the child about their experience.
- Note who was said to be involved, how often it has occurred, where it happened and what has happened.
- Reassure the child that they have done the right thing to tell about the bullying.

- Explain to the child that should any further incidents occur they should report them to the teacher immediately.
- Inform parents/carers
- Inform the headteacher

If a child is bullying others a member of staff will:-

- Give children the opportunity to discuss their thoughts and feelings without putting anyone in a difficult situation through class discussion or assembly.
- Talk with the child; explain what they are doing is unacceptable and makes other children unhappy.
- Discourage the child from using aggression or force to get what they want.
- Show the child that they are able to join in with others without bullying.
- Give the child lots of praise and encouragement when they are co-operative or kind to other people.
- Monitor the child's behaviour.
- Inform other members of staff so that they may keep an eye on the situation.
- Make an appointment with the child's parents; explain the problems that the child is experiencing; discuss with the parents how together with the school we can stop them bullying others.
- Request with parents/carers that any online content is removed and they report account/context to service provider
- Sanction in line with the Behaviour Policy

Members of staff will record a bullying incident directly after it has occurred provide an accurate record.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints Policy
- Safeguarding and child protection policies
- Confidentiality Policy
- e-Safety (Online Safety) Policy
- Parents Code of Conduct
- Curriculum Policies such as PSHCE and Computing
- Social Media Policy

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk