



THE BISHOPSWOOD SCHOOLS FEDERATION

Anti-Bullying Policy

Philosophy

At The Bishopswood Schools Federation, we implement a positive behaviour policy, which encourages attitudes of self-discipline, caring and friendliness.

We believe all members of our school community have the right to learn and teachers have the right to teach in a safe, secure, happy and productive environment free from any negative behaviour, which may be likely to disrupt or cause upset.

We recognise the detrimental effect on children and adults who may be subject to bullying and will work actively to minimise the risks.

Definition of bullying

We have defined bullying as the *“deliberate wilful, conscious desire to hurt, or threaten or frighten someone else, child or adult, repeated over a period of time, where it is difficult for those bullied to defend themselves”*.

Bullying can take many forms, but for the purpose of clarity, behaviour which may be perceived as or actually defined as bullying includes but is not limited to;

- Physical incidents including hitting, kicking, spitting, pushing, jostling, 'accidentally' bumping into someone or using intimidating posturing or body language
- Verbal incidents including name-calling, taunting, mocking, teasing, making offensive personal comments, using threatening or abusive language
- Emotional incidents including creating situations in which someone is humiliated, or made to look ridiculous, or gets into trouble; playing tricks and pranks; leaving people out of groups or games or social occasions; and spreading hurtful and untrue rumours
- Cyber Bullying including given technological advances, access to technology and technology devices available to people today, it is important to recognise these may also be a conduit for bullies. The use of technology to cause distress or upset may include; email, instant messaging, chat rooms, social networking sites, mobile phones and abusing access to personal information.

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

Aims

We aim:

- to promote the school Behaviour Management Policy
- to state clearly that “bullying is unacceptable behaviour”
- to encourage children, parents, school staff and volunteers to report any incidents of bullying
- to deal with incidents of bullying immediately

- to reassure children and parents that action will be taken if bullying is suspected
- to support the victim and to help the bully to modify their behaviour
- to provide after-care should an incident of bullying occur

Active citizenship is at the heart of our school with the rights and responsibilities of the child, parents and staff underpinning our philosophy. Opportunities to explore and discuss thoughts, feelings and issues are given through our PSHE and Philosophy for Children [P4C] sessions, circle times, Religious Education and whole school assemblies. We believe that when children feel important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Teachers attempt to support all children and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children and by providing a challenging and stimulating learning environment, which enables all children to reach the highest standard of personal achievement; we aim to prevent incidents of bullying.

At no time will any blame be assumed or apportioned before the whole situation has been explored with all the persons involved.

Dealing with bullying

We have agreed to combat bullying by:

- following the Behaviour Policy
- providing the children with strategies to protect themselves i.e. "Stop it, I don't like it," moving away from the bully, asking for help
- using the support of outside agencies e.g. Primary Behaviour Support Service for staff training/pupil support as appropriate
- dealing with all bullying concerns and allegations promptly
- teaching and observing the School's Rules (our school rules are drawn up by the children and teachers and are displayed around the classrooms)

In specific instances of bullying the following steps may be taken:

The Victim

- The victim will be reassured that action is being taken and be reminded of the strategies for self-protection
- Opportunity will be given to the child to discuss their feelings and possible future responses
- If bullying continues the parents/carers will be informed and may be invited to school to discuss the situation
- All staff will be notified of the situation so it can be monitored effectively and give support where appropriate

The Bully

- The perpetrator will be given the opportunity to discuss the problem
- They will be encouraged to make an appropriate apology
- They will be helped to understand why the behaviour is unacceptable
- Strategies will be given for dealing with their feelings in a more appropriate way.
- If bullying occurs a warning will be given that parents/carers will be informed if the bullying continues

- If bullying continues the parents/carers will be informed and may be invited to school to discuss the situation
- Parents/Carers may be invited to meet the class teacher or Headteacher at a certain time each week to discuss progress
- The child may lose privileges
- The child may be excluded at dinnertime for a specific number of days
- In rare cases it may be necessary to exclude a child from school until they can agree to behave in a more safe and acceptable way

Any improvement in behaviour will be given positive re-enforcement.

Implications

Implications for the teaching and support staff

Teachers and Learning Support Staff will:

1. Give time to listen to children, in a quiet place if this would be helpful.
2. Always take seriously any complaints of bullying and keep records.
3. Give all children regular opportunities to talk about their feelings in a safe, group situation.
4. Be aware and observant of potential bullying.
5. Take action immediately if bullying is suspected.
6. Inform the Headteacher of any bullying through incident log.
7. Support other colleagues in any agreed action.
8. Recognise that we as teachers sometimes need help and ask for it if necessary.
9. Teachers and Learning Support Staff should lead by example.

Implications for Lunchtime Supervisors

Lunchtime Supervisors will:

1. Give time to listen to children, always taking seriously any complaints of bullying.
2. Be aware and observant at all times of potential bullying.
3. Take appropriate action immediately bullying is suspected.
4. Report all incidents to the class teacher who would then follow procedures.
5. Positive behaviour may also be reported.
6. Support other colleagues in any agreed action.
7. Recognise that as Lunchtime Supervisors, they sometimes need help and ask for it if necessary.
8. Lunchtime Supervisors should lead by example.

Implications for parents

Parents will:

1. Encourage children not to be aggressive, even in response to provocation, giving children alternative strategies.
2. Try to establish the facts and keep an open mind.
3. Help their child to feel able to talk to them about any fears or worries and take seriously any talk of being bullied (they may not use the word 'bullied').
4. Be aware of what is happening in their child's life and discuss any awareness or suspicion of bullying with the class teacher.
5. Actively endorse and support the Anti-bullying policy.
6. Support the school in any agreed action.

Implications for the Executive Headteacher

The Executive Headteacher will:

1. Implement the school's anti-bullying strategy.
2. Ensure that all staff (both teaching and support staff) are aware of the school policy and know how to deal with incidents of bullying.
3. Maintain a detailed record of bullying incidents.
4. Reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

Implications for Governors

Governors will:

1. Be thoroughly conversant with the Behaviour and Anti-bullying Policies of the school.
2. Ensure that everyone is aware of the policy and his/her responsibilities.
3. Support staff in implementing the Anti-bullying policy
4. Be active in the maintenance and review of the policy
5. In the event of a complaint being made about the school's handling of alleged bullying conduct a formal investigation into the processes and procedures carried out by the school and ascertain the appropriateness of these.

Monitoring and Review

This practice is monitored closely by the Executive Headteacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's incident book, and by discussion with the Executive Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

We ask all parents in our annual survey to give us feedback on school behaviour. Comments are taken seriously and addressed as appropriate.

Note: This policy must be read and applied in conjunction with the school's Behaviour Policy.

Policy Reviewed – November 2019

Next Review – May 2021