



# Policy: Anti-Bullying

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## Contents

DEFINITION .....	2
RATIONALE .....	2
AIMS AND EXPECTATIONS .....	3
THE RESPONSIBILITIES OF THE GOVERNORS .....	3
THE RESPONSIBILITIES OF THE EXECUTIVE HEAD TEACHER/HEAD OF SCHOOL.....	3
THE RESPONSIBILITIES OF THE CLASS TEACHER AND SUPPORT STAFF .....	4
THE RESPONSIBILITIES OF PARENTS AND CARERS.....	5
THE RESPONSIBILITIES OF PARENTS AND CARERS.....	5
STRATEGIES FOR DEALING WITH BULLYING .....	5
EQUALITY .....	6
TRAINING .....	7
MONITORING.....	7
REVIEW.....	7

## DEFINITION

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text message or the internet), and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities' (Preventing and tackling bullying. Advice for Headteachers, staff and governing bodies. October 2014, DFE)

## RATIONALE

The Governors, Staff and Children of Brindley Heath Academy oppose bullying in all of its forms.

By encouraging respect, politeness and consideration to others whatever their race, age, gender, disability, culture, or religion we aim to develop mutual respect and believe this can prevent bullying in our school.

Bullying is defined using the STOP acronym, where incidents occur Several Times on Purpose within a short timespan.

The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, personal comments, spreading rumours )
- emotional (being intentionally hostile, unfriendly)
- Racist (racist taunts, gestures)

- Cyber (all areas of internet, email, internet chat room, social media, mobile threats by text messaging and calls, misuse of technologies)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. At Brindley Heath Academy pupils are actively encouraged to report bullying.

All school staff are to be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## AIMS AND EXPECTATIONS

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to provide a safe and secure environment where all can learn without anxiety and actively encourage all children to report incidents of bullying, including cyber bullying.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each's persons responsibilities with regard to eradication in our school.

This policy aims to produce a consistent response to any bullying incidents that may occur.

## THE RESPONSIBILITIES OF THE GOVERNORS

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body will not condone bullying at all in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## THE RESPONSIBILITIES OF THE EXECUTIVE HEAD TEACHER/HEAD OF SCHOOL

It is the responsibility of the Executive Headteacher/Head of School to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy, on request.

The Executive Headteacher/Head of School ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Executive Headteacher/Head of School ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Executive Headteacher/Head of School sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Executive Headteacher/Head of School will respond immediately to any concerns raised by parents/ children. The Headteacher will arrange a review meeting with parents within 2 days.

## THE RESPONSIBILITIES OF THE CLASS TEACHER AND SUPPORT STAFF

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Executive Headteacher/Head of School, the teacher informs the child's parents.

We keep an anti-bullying record folder where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event in the log using the orange reporting forms.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, we inform the Executive Headteacher/Head of School and the Special Educational Needs co-ordinator. We then invite the child's parents into the school to discuss the situation.

Teachers routinely attend training, which enables them to become equipped to identify and deal with incidents of bullying and behaviour management.

Teachers and other members of staff are particularly aware of the recent increasing opportunities for 'cyber bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobiles phones or the Internet, and to educate pupils about the proper use of modern technologies.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. They use the curriculum to help pupils understand and empathise with the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying

behaviour. PHSE lessons and circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

## THE RESPONSIBILITIES OF PARENTS AND CARERS

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the outcome of this, they should contact the Headteacher/Head of School. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure, as detailed on the school's website.

Parents and carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites, and should exercise due parental responsibility in supervising their children's use of phones and the Internet.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## THE RESPONSIBILITIES OF PARENTS AND CARERS

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Pupils are invited to tell us their views about a range of school issues, including bullying, through school council.

## STRATEGIES FOR DEALING WITH BULLYING

All children will be encouraged to report incidents of bullying to a member of staff straight away. There will be a yearly distribution of the School Rules to all staff, children and parents. Work on bullying will be included in pupils' work across the school year. Assembly themes will cover bullying across the school year.

Strategies for dealing with bullying will ensure:

- Suspected Bullying will never be ignored
- Assumptions about an incident will not be made
- All accounts will be listened to carefully – several children saying the same thing does not mean they are correct
- A solution focused approach will be adopted, which moves people on from justifying themselves
- Repeated follow up, to ensure the bullying has not resumed

Minor disagreements are dealt with using the strategies outlined in the Behaviour Policy. Actual acts of bullying can be dealt with using a range of strategies

- Class teachers support a positive ethos in the classroom. Through praising and celebrating success we aim to prevent incidents of bullying.
- Staff establish the facts. This involves a meeting with all the children involved.

- Class teachers should speak to a member of the SLT to gain support and advice in order to resolve the situation.
- A solution-focused approach is taken by the SLT with the victim, bully and any bystanders. Restorative justice is always pursued.
- Support is provided for the victim and the bully.
- If a child is repeatedly involved in bullying other children, the Executive Head/Head of School are informed and the child's parents are invited into school for a meeting.
- In more severe cases the Executive Head/Head of School may contact external support agencies.
- As a last resort the child will be excluded in accordance with the DfE guidelines.

#### PLAY TIME/LUNCHTIME STRATEGIES

- Staff on duty to walk around the playground closely watching all children.
- Children should tell the member of staff if they have a problem straight away.
- Staff on duty must deal with the situation straight away by listening to and talking to, the victim, the bully and any witnesses.
- The child should be asked to write an explanation of his/her actions (where applicable) and a letter of apology.
- The staff on duty or mid-day supervisor must inform the child's class teacher so that the child's name can be entered into the behaviour log and the schools behaviour policy should be used to discipline acts of bullying

#### POSITIVE STRATEGIES WILL BE USED TO ENCOURAGE SELF-DISCIPLINE AND RESPECT FOR OTHERS

- Keeping the playgrounds marked with hop scotch, snakes targets, etc. to give the children something enjoyable to do and to encourage them to play together.
- Purchase and maintain small games equipment, e.g. skipping ropes, bean bags, hoops, for use on the playground. Misuse will result in non-participation.
- Staff to demonstrate how to use equipment and ways in which it can be utilised.
- Quiet areas to be marked out for children who do not wish to participate.
- Children to ask permission to visit the toilet - reducing numbers in and out.
- Football pitch to be marked and maintained on the playground, with clear boundaries within which play must be confined.
- Provision of play equipment for use on the yards and play areas at play time and dinner time.

#### EQUALITY

All children will be treated equally and fairly throughout the implementation of this policy. The Headteacher will monitor incident logs and ensure that any apparent inequality of incidents is entirely attributed to the behaviours of those children

## TRAINING

Whole staff and individual training needs will be identified through Brindley Heath Academy self-evaluation process and staff appraisal.

## MONITORING

This policy is monitored on a day-to-day basis by the Executive Headteacher/Head of School, 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 anti-bullying log, and by discussion with the Executive Headteacher/Head of School. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Links to Other Policies:

- Safeguarding Policy
- Behaviour Policy

## REVIEW

The governors reviews this policy annually. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.