Member of staff responsible: **Mrs Rachel Wallace**

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Anti Bullying Policy

"Love one another as I have loved you."

John 15:12

At Brabin's we are more than friends- we love and value one another as part of God's family. We respect each other and strive to achieve our best when we are learning and in all we do.

Context

Brabin's Endowed Primary School promotes an ethos in which the whole school community feels safe and supported, embracing all aspects of school life. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated.

Values and Principles

We take a pro-active approach to bullying and always act upon concerns. We believe that everyone at our school has the right to feel welcome, secure and happy. It is everyone's responsibility to prevent bullying. In line with the school's mission statement and its Christian values, Brabin's Endowed Primary School has adopted the values outlined below with regard to anti-bullying:

- Pupils will be in a safe and caring environment
- All types of bullying behaviour are unacceptable and will be challenged
- Reports of bullying behaviour will be taken seriously, acted upon and recorded
- Pupils will be listened to, will know that it is 'Ok to tell', who to tell and how to tell
- There will be a clear and swift response to any report of bullying behaviour
- Parents / carers will be informed of incidents as appropriate, listened to, and kept appraised of how their concerns are being dealt with.

Aims and Objectives

The purpose of this policy is to promote a consistency of approach and to create and reinforce a climate in which all types of bullying are regarded as unacceptable.

We will :

- Provide regular opportunities for consultation with parents, carers, staff and pupils
- Promote a shared understanding of bullying behaviour and raise awareness amongst staff, parents, carers and pupils
- Provide a secure and robust framework for managing incidents
- To provide an effective PSHE curriculum to support the prevention of bullying incidents
- Make sure pupils have someone to talk to, whether another pupil or an adult, if they are being bullied

Definition of Bullying

Bullying is hurtful, unkind or threatening behaviour, which is deliberate and repeated over a period of time. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community. Bullying can be racist, sexist or homophobic in nature. It can prejudice school achievement, lead to lateness or truancy, create low self- esteem and personality disorders and in extreme cases end with suicide. The Christian vision and values of the school should lead to a diminishing of any such behaviour.

We believe that there are different types of bullying that exist:

Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
Verbal (e.g. name calling, ridicule, offensive comments)
Cyber (e.g. messaging, social media, email)
Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
Visual/written (e.g. graffiti, gesture, wearing racist insignia)
Damage to personal property
Threat with a weapon theft or extortion

Bullying could be based on many things, including:

- Race
- Religion or belief
- Special Educational Needs or disability
- Culture or class
- Appearance or health conditions
- Sexual orientation or gender identity (homophobic, transphobic)
- Gender
- Related to home or other personal circumstances

The school tries hard to ensure that all pupils know the difference between bullying and simply falling out.

We regard the following not to be bullying:

- When there is no intention to harm or hurt e.g. behaviour is accidental or thoughtless.
- There is a one off fight/argument between pupils of equal stature.

- When there is a clash of personalities and both parties are involved in the disagreements, so escalating the problem.
- There is good reason why others cannot be included in a group activity.
- A pupil is called a nickname with which they are happy.

Bullying Outside School

Generally, our school will only be responsible for pupils when they are on school premises. We do however appreciate that we have a common law duty of care to take reasonable steps to combat harmful behaviour of one pupil to another, even when they are outside the school grounds. The nature of cyber bullying in particular means that it can impact on pupils beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy. The school is active in promoting responsible and respectful use of social media. The school is active in supporting parents to take responsibility for their child's respectful use of social media especially in such a fast-changing environment. Staff will assess whether any other authorities (such as police or local authority) need to be involved.

To whom this policy applies

This policy applies to the whole school community i.e. adults, children and young people. It addresses child to child, adult to child, child to adult and adult to adult bullying behaviour.
For bullying involving adults, we follow the school's grievance and discipline procedures through the Whistleblowing Policy.
The provision of this policy will be applicable in relation to behaviour outside school and on school business (for example school trips, sports fixtures etc.) and also where there is a clear link between the behaviour and the maintaining of good order and discipline within the school. In appropriate circumstances, the provisions of the policy will also extend to cover the conduct of pupils when they are not on school premises and not under the control or supervision of a member of staff.

Likewise, members of staff should follow the school procedures with regard to their conduct outside of school in particular being mindful of their use of digital technologies such as social networking sites.

Under the duty of care, all adults in our community have a responsibility to act on bullying behaviour.

Responding to bullying behaviour

Procedures for reporting

Through our anti- bullying policy, children should feel confident in expressing personal concerns for themselves or others in relation to bullying matters. Listed below are a series of procedures that are followed at Brabin's Endowed Primary School to deal with issues of bullying that may arise.

- Children may report an incident to any adult in the school
- Children may also report incidents to School Council representatives or by writing down their concerns and placing it in the 'Worry Box' in their classroom
- Staff will log any inappropriate incidents or concerns regarding a pupil's behaviour on CPOMS. This will allow the staff/Headteacher to identify and monitor any patterns of behaviour.
- Staff are aware that serious incidents should be brought to the attention of the Headteacher immediately.
- Any parental concerns regarding bullying should be dealt with by either the class teacher or Headteacher. The Headteacher must always be notified of any parental concerns. Concerns will be recorded on CPOMS.
- Staff having concerns regarding themselves or other adults should refer to the Headteacher. Any staff concerned about the conduct of a colleague should refer to the school's Whistleblowing policy.

Procedures for dealing with incidents including follow up

- For all staff it is important that the little things are challenged so that they don't become bigger issues
- There should **always** be involvement with the Headteacher in dealing with incidents of bullying
- Each individual incident will be analysed within its own context, evaluating both the cause as well as deciding upon the most appropriate and positive next steps for all concerned.
- When next steps have been agreed, follow up meeting(s) will also be arranged to monitor the impact of the actions taken and assess any further next steps if appropriate. The person responsible for the follow up meeting will also be identified at this time.

Procedures for recording bullying behaviour

A large part of the success of our anti bullying policy is the vigilance and observations of all adults in the school.

1. Responding to an allegation of child/child bullying

Any allegation of bullying behaviour should be dealt with as thoroughly and quickly as possible. Sensitive and discreet handling of disclosures will help to reassure and protect a child who might be anxious about reprisals from the aggressor.

2. Investigating an allegation

The Class teacher or Headteacher will ask the victim to explain and will record their account of the incident on CPOMS with dates, places, times and names if possible. The allegations will then be investigated and a number of pupils might have to be spoken to before it can be determined if the allegations are true or false. Pupils might have to be kept apart depending on the nature of the incident.

If the allegations are proven to be true, then the parents of those pupils involved will be contacted. All recording procedures must be complied with as identified above.
If the incident is not serious, a problem-solving approach may help with the victim and aggressor coming together with adult support to find a solution to their difficulty to stop the bullying occurring.
In the case of a critical incident, medical assistance will be called and parents contacted immediately. Appropriate sanctions will be initiated and all staff and pupils informed. The Chair of Governors will be alerted to the incident and in the long term, support from outside agencies implemented with parental agreement.

All reports, conversations and actions will be recorded on CPOMS. All bullying incidents will be passed onto the governing body.

Procedures for dealing with complaints

- Initially it is hoped that all parents or staff would take any issue to the Headteacher
- Parents should be made aware of the anti-bullying policy and of their right to use the school's complaint procedure if they are not satisfied with the school response. The complaints procedure will be explained to parents
- Likewise, staff will be referred to the grievance procedures

Support for children and young people, parents and staff during and immediately after incidents

- The Headteacher will provide support for all concerned, particularly in making everyone clear that the incident will be dealt with fairly and that all will be listen to and supported
- It may be necessary on some occasions to access support from external agencies
- The school recognises that when bullying occurs, all involved require support

Range of Sanctions that may be applied

- Each individual incident will be analysed within its own context, evaluating both the cause as well as deciding upon the most appropriate and positive next steps for all concerned. Sanctions will therefore vary from helping the individual understand the hurt they have caused, to the extreme, being a possible exclusion

Intervention Strategies

Intervention strategies work in partnership with the early section on providing support for children and young people, parents and staff during and immediately after incidents.

Different approaches will be needed and used depending on the context of the situation. The school's main focus is one of prevention. After a bullying incident, interventions may include:

- Using additional professionals working with the young people involved

- Implementing an action plan focused on behaviour modification
- Facilitating peer support
- Using restorative approaches

In extreme cases, the school's leadership team would access support from the local authority to ensure that rigour and resilience is maintained.

Preventative Measures

The school's highest priority in dealing with bullying is to work on preventative measures, in partnership with all stakeholders. This will include a variety of activities, such as:

- The PSHE curriculum
- Special themed days/weeks e.g. Anti-Bullying, Safer Internet
- Online safety lessons and Project Evolve resources
- Effective induction
- Clear information for parents in newsletters
- Providing a safe and secure environment
- Operating an open door and 'OK to tell' policy
- Offering mentoring, counselling and peer support
- Offering mediation services
- Reinforcing the school's strong Christian ethos and values
- Providing appropriate training for staff (CPD)

Implementation of the Policy

The Headteacher has the responsibility for ensuring the implementation of the policy.
The policy will be brought to the attention of the school staff during induction and at staff meetings after each review or following a bullying incident when appropriate.
Pupils will be made aware of the policy through PSHE lessons and activities during anti bullying themed days and worship.
The policy will be published on the school website. A paper copy of the policy will be available to parents on request.

Monitoring the anti-bullying process

A baseline for monitoring incidents and actions are monitored, with reference to the definition of bullying outlined in this policy.
The Headteacher will monitor incidents on a monthly basis. This monitoring process will also include checking that recording and reporting procedures are being applied consistently as well as identifying any trends or specific groups needing support.

The policy will be reviewed annually.

Evaluating the Policy

The policy will be reviewed annually by the Headteacher in consultation with the school's staff and school governors.
The aspiration for minimal numbers of bullying incidents will reflect the success of the policy. Likewise, the effective implementation of preventative measures will have a direct impact on the policy's success. Both aspects will need to be evaluated.