

Brockton C.E. Primary School

Policy Document for **Anti-bullying**

Policy Presented to and Approved by Staff :	Summer 2016
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The Governors at Brockton C.E. Primary School recognise that Christian schools help those entrusted to their care to understand the meaning of life and to recognise and fulfil their potential in the service of Christ. To support this, the maintenance of high standards of behaviour is essential; this is the responsibility of all in our community; staff, students and parents/carers.

Introduction:

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School.

Why is an anti-bullying policy necessary?

The School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The School also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is **WRONG** and will not be tolerated.

It is important therefore that the School has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

What is bullying?

Bullying can occur through several types of anti-social behaviour. It can be:-

Physical: A child can be physically punched, kicked, hit, spat at, etc.

Verbal: Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

Exclusion: A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

Damage to property or theft Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

Tell yourself that you do not deserve to be bullied, and that it is *wrong!*

Be proud of who you are. It is good to be individual.

Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.

Stay with a group of friends / people. There is safety in numbers.

Be assertive - shout "**No!**" Walk confidently away. Go straight to a teacher or member of staff.

Fighting back may make things worse.

Generally it is best to tell an adult you trust straight away. You *will* get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied:-

Take Action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

If you feel you cannot get involved, tell an adult **immediately**. Teachers have ways of dealing with the bully without getting you into trouble.

Do not be, or pretend to be, friends with a bully.

As a parent:-

Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.

If you feel your child may be a victim of bullying behaviour, inform the School *immediately*. Your complaint will be taken seriously and appropriate action will follow.

It is important that you advise your child not to fight back. It can make matters worse!

Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.

Make sure your child is fully aware of the School policy concerning bullying, and that they will not be afraid to ask for help.

As a School:-

Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.

Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSE programme.

Deal quickly, firmly and fairly with any complaints, involving parents where necessary.

Review the School Policy and its degree of success.

The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.

Do not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.

Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.

Encourage pupils to treat everyone with respect.

We will treat bullying as a serious offence and take every possible action to eradicate it from our School.

Action to take when bullying is suspected.

If bullying is suspected, we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

Procedures

1. Report bullying incidents to staff
2. In case of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. Positive attempts will be made to help the bully (bullies) change their behaviour. A range of strategies will be used for this.
7. Children will be supported at all stages of this procedure.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.