



BRIGSTOCK LATHAM'S
SCHOOL

Anti-Bullying Policy

Forward thinking and creative; valuing faith, tradition, community and achievement.

OUR VISION:

We aim to be a nurturing, creative school at the heart of our community, where all are enabled to achieve their best. We celebrate our differences, we value each individual and we encourage kindness and respect from all.

Our Christian values underpin all our learning, and the depth and breadth of our curriculum enriches our children and enables them to embrace 'Life in all its Fullness'. (John 10:10)

1.0 Statement of Intent

1.1 We are a Church of England school and are committed to providing a safe and caring environment for children to learn in. Bullying of any kind is unacceptable in our school and any incidents of bullying are taken very seriously by the staff. Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a school community where everyone is equal and all are treated with dignity and respect.

1.2 If bullying does occur, it will be dealt with as a matter of urgency by our staff. Children are taught that bullying is unacceptable and that they should communicate with an adult in school if they are aware of any bullying taking place.

1.3 Bullying is action taken by one or more children or adults with the deliberate intention of hurting another child or adult either physically or emotionally.

2.0 Introduction

2.1 At Brigstock Latham's Church of England Primary school we strive to build positive relationships between all members of our community. We believe that those relationships ensure a positive and mutually supportive environment for children and adults to work in.

2.2 We teach children that bullying is wrong and that it will not be tolerated in our school. If bullying does occur in any form, children are made aware that they need to tell someone they trust and action will be taken.

This policy applies to everyone at our school.

3.0 Aims and Objectives

3.1 We aim to make all children feel safe and secure and provide an environment where children flourish and maximise their opportunities to learn.

Objectives:

- To make all members of the school community understand what is meant by the term 'bullying'.
- To ensure all members of the school community are aware of their responsibilities with regard to preventing bullying
- To ensure our community is one where individuals feel able to talk if they are being bullied
- To outline the strategies the school has for dealing with bullying
- To provide clear procedures for the reporting of bullying incidents
- To protect every member of the school community from bullying

4.0 Rationale

4.1 The anti-bullying policy is for all staff, children and parents to make sure as a community we work together to eradicate bullying in our school community. Positive messages and expectations of behaviour are shared within classrooms, within the school as a whole and during Collective Worship.

5.0 Definition

5.1 Ofsted define bullying as:

'Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms.'

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. 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 and its secure and happy environment.

5.2 Bullying can be:

- Emotional – by excluding, tormenting, spreading rumours, ganging up or taunting someone.
- Physical – any use of violence against an individual.
- Threat
- Persistent bullying
- Verbal – name calling, sarcasm, teasing or spreading rumours.
- Cyber – using technology to verbally hurt or harm others.
- Racist – racial taunts or gestures.
- Disability – by showing a lack of respect for a person's disability.
- Religious – by showing a lack of respect for a person's religious beliefs.

- Cultural – by showing a lack of respect for other cultures.
- Race (racist bullying)
- Religion or belief
- Sexist – focussing on issues of gender.
- Gender identity (transphobic)
- Sexual – unwanted physical contact or abusive comments.
- Related to home or other personal circumstances
- Related to another vulnerable group of people

We recognise that bullying in school is not confined to children, and adults can display bullying behaviour towards each other and children.

6.0 Signs and Symptoms

6.1 Children displaying of any of the signs listed below may be indicators of bullying:

- Reluctance to attend school.
- Reluctance to walk to school unaccompanied.
- Becoming withdrawn and anxious.
- Bed wetting.
- Having nightmares and crying at night.
- Feeling unwell before school.
- Performing less well in school.
- Coming home with missing or damaged property.
- Unexplained cuts or bruises.
- Lack of confidence.
- Becoming aggressive to members of the family.
- Bullying siblings.

7.0 Prevention and early intervention

7.1 To prevent bullying occurring in our school, we as adults model caring behaviour towards each other and model positive relationships.

As a school:

- Our vision statement is at the heart of everything we do, and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We have a 'Home School Agreement' that children and parents are expected to sign, with a 'child-friendly' section to ensure that all children understand expectations.
- The PSHCE curriculum promotes positive relationships, feelings of self-worth and dealing with bullying and reporting incidents of bullying. It provides opportunities for children to understand about different types of bullying and what they can do to respond and prevent bullying. It also provides opportunities for pupils to learn to value themselves, value each other and respect difference.
- Collective Worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for

themselves and express their own thoughts and opinions. We also use our Day 10:10 curriculum to enable this to happen in a bespoke way for each group of children.

- We supervise pupils at all times during playtimes and lunchtimes and ensure pupils are never left unsupervised on the playground or in the classroom.
- We have named persons responsible for child protection and safeguarding.
- We promote charities and organisations like the NSPCC and Childline, and they visit the school and talk to the children.
- The school behaviour policy shares the positive behaviour and approach that we expect from all staff and children.
- Teach children how to behave if they have friendship issues or are being bullied through role plays and assemblies.
- The School Council are continually involved in developing school-wide anti-bullying initiatives.
- Make all staff aware of any incidents or any concerns made known to us by children or parents.
- We ensure all staff are vigilant with regard to children's well-being and social relationships.
- We teach the dangers of cyber bullying and how to respond to threats online or through texts and online messaging.
- We work with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8.0 Procedures for dealing with bullying

8.1 It is the responsibility for children and staff to report any incidents of bullying.

Children are taught that to tackle bullying, they have to talk and tell someone they trust. This message is given to children through whole school anti-bullying messages and through assemblies.

8.2 If staff are aware of bullying:

1. All incidents must be reported to the Head Teacher. The Head will follow up the report by talking to the alleged victim of the bullying.
2. Wherever possible, the parties will be reconciled.
3. Support will be offered to the victim through counselling.
4. Records will be kept by the Head outlining the incidents and how they have been dealt with. Staff will be kept informed about any incidents of bullying.
5. The Head and/or class teacher will speak to the parents of the victim about the incident and how the incident was dealt with in school. Parents are invited to respond after the meeting with any further information about the bullying incident.
6. The Head and/or class teacher will speak to the perpetrator of the bullying.
7. Bullies will be encouraged to think about and reflect on their behaviour. Through a period of reflection, it is expected that the bully will understand why the behaviours displayed were wrong and understand how they have impacted on the victim.
8. If the problem persists, the bully may be excluded from school for a fixed term or even permanently.

9.0 Training

Training for all staff will be provided through in service courses both on and off site and through the use of outside agencies.

10.0 Responsibilities

10.1 Governors are responsible for monitoring incidents of bullying that occur and review the effectiveness of this policy. Governors should ensure that all staff are accountable for the reporting and subsequent actions taken with regard to incidents of bullying.

10.2 Governors should follow the procedures outlined in the Complaints Policy in dealing with any request for an investigation into an incident of bullying from parents, pupils or staff.

10.3 In all cases the Governing Body will notify the Head Teacher informing him/her of the need to conduct an investigation in line with the Complaints Policy.

10.4 Matters relating to the behaviour or welfare of pupils will be monitored through the Standards Committee and will be reported through the Head Teacher's report at Governors' Meetings.

10.5 Staff are responsible for the well-being of pupils in their care and for following up any incidents of bullying reported to them. It is an expectation that staff build positive relationships with all children and provide a climate of trust in which children can feel able to talk.

10.6 Children and Parents are responsible for reporting incidents of bullying to staff. Parents have a responsibility to support the school's Anti Bullying Policy and encourage their children to be positive members of our school community.

11.0 Working with Parents

11.1 We encourage parents to share any concerns they have with staff. Parents are able to do this through:

- Impromptu face to face meetings on the playground in the morning (where appropriate and safe to do so)
- Telephone conversations
- Email to the class teacher
- Pre-arranged appointments after school
- Parents' Evenings

12.0 Communication with Parents

We aim to promote good behaviour through frequent communication with parents when issues arise.

12.1 The partnership between the school and parents is built on a joint responsibility for the welfare of the child and there should be a shared approach to communicating any issues around the behaviour or well-being of children.

12.2 The Home School Agreement is signed by parents when their children join our school community. A copy of the home school agreement should be sent out to parents at the beginning of the academic year.

A copy of the Anti-Bullying Policy is made available to parents through the school website.

13.0 Equal Opportunities

This policy applies equally to all regardless of:

- Language
- Gender
- Social and ethnic origin
- Family composition
- Learning need
- Life style
- Physical Attribute
- Sexuality
- Religion
- Culture
- Nationality
- Age
- Disability

14.0 Dissemination

This policy will be circulated to the following:

- Staff (teaching, support staff, lunchtime supervisors, premises staff)
- Governors
- Parents

15.0 Monitoring, Evaluation and Review

15.1 This policy is monitored by the Head Teacher who reports to the governors about the effectiveness of the policy upon request.

15.2 This policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's logging of incidents of bullying and through discussion with the Head Teacher.

15.3 Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

REVIEW

This policy is to be reviewed annually.

Adopted and agreed by the Governing Body March 2021

Signed

Chair of Governors

Next Review Date: March 2022