

Birches Green Primary School

Anti-Bullying Policy



Approved by Governing Board:

To be reviewed:

Chair of Governors: Sue Twells

Head Teacher: Mrs Anna Stevenson

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Rationale

Positive mental health and emotional wellbeing are a priority across our school. The Governors, Staff and School Council (pupils) are committed to ensuring that, if bullying occurs in our school, it is dealt with quickly and effectively and that processes are in place to minimise bullying and to maximise co-operation, understanding, tolerance and patience in our school community.

As a school that respects the rights of the children and adults in our school family, community and beyond, we aim for each school policy to adhere to articles from UNICEF's Convention on the Rights of the Child.

In this policy, we are working towards the following articles:

Article 19 - You have the right to be protected from being hurt or mistreated physically or emotionally.

Article 29 - School should help you to learn to live peacefully and to show respect to others.

Article 39 - You have the right to help if you've been hurt or badly treated.

Aim of this Policy

The aim of the anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Birches Green Primary School fosters high expectations of outstanding behaviour and have a zero-tolerance attitude to bullying.

In addition, this policy aims to:

- Define what is considered 'bullying'
- Promote a secure and happy environment, free from threat, harassment and any type of bullying behaviour
- Ensure that all governors, staff, pupils and parents understand what bullying is and the impact it can have on children
- Ensure that all governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- Inform children and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- Show commitment to overcoming bullying by practising zero tolerance
- Identify and deal with incidents of bullying consistently and effectively

Definition of bullying

Bullying is a type of child-on-child abuse. Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying is considered to be unacceptable behaviour which occurs 'Several times on purpose' (STOP). Bullying can be short term or continuous over long periods of time.

Bullying could be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding possessions, threatening gestures), direct or indirect verbal abuse (e.g. spreading rumours, sarcasm, teasing)
- Physical - pushing, kicking, biting, hitting, punching or any use of violence
- Cyber bullying – this includes all areas of the internet such as email and social media misuse, chat functions on games consoles, messaging and calls or misuse of associated technology i.e. camera and video facilities
- Prejudice-based or discriminatory bullying including:
 - Racial bullying- racial taunts, graffiti, gestures
 - Sexual bullying - sexual taunts, graffiti, gestures, unwanted attention, derogatory sexual remarks
 - Homophobic bullying - name calling, graffiti, gestures which focus on sexuality

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances/family
- Sexual orientation - sexism, or sexual bullying, homophobia

Signs and Symptoms

A child may indicate signs or behaviour that s/he is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to and/or from school
- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stuttering
- Attempts or threatens self-harm
- Cries themselves to sleep at night or has nightmares/bedwetting
- Regularly feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go 'missing'
- Has unexplained cuts or bruises
- Becomes unreasonable when dealing with school issues
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is displaying bullying behaviour themselves

- Displays anxious behaviour when a text/email is received

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

Prevention

At Birches Green Primary School, we aim to prevent bullying in the following ways:

- Having high expectations of behaviour and a zero-tolerance approach to bullying
- Promoting and celebrating examples of our school values of friendship, excellence, respect, honesty, perseverance and excellence, which underpin the ethos at Birches Green School
- Having a structured behaviour curriculum which promote positivity and rewards good choices
- Effective monitoring of classes, corridors and classrooms by all staff
- Raising awareness of bullying through our PSHE curriculum, Computing curriculum, assemblies, circle time and focus weeks (e.g. Anti-bullying week, Autism Awareness week, Online Safety week).
- Promoting a No Outsiders approach and taking part in weekly No Outsiders assemblies
- Promoting the British Value of Individual Liberty and Respect

Procedures

It is recognised that incidents of bullying occur in all schools. It is essential that all such incidents are taken seriously and dealt with in an appropriate manner. A pupil or parent may report an incident to any member of staff, but the responsibility for ensuring all incidents are consistently dealt with lies with the class teacher, behaviour lead, phase leader and Senior Leadership Team.

If an incidence of bullying is suspected or reported:

- It must be recorded on CPOMS
- The class teacher must be informed
- The incident must be investigated thoroughly by the class teacher initially or, if the class teacher is not able to, another member of the year group team. This should occur on the day of the original incident.
- All staff who are involved with the child(ren) should be informed so they can be vigilant - this includes cover teachers, teaching assistants and lunchtime staff

- The Behaviour and Relationships Curriculum should be referred to for the protocol in dealing with incidents of bullying
- Parents (of both victim and perpetrator) should be informed if appropriate
- Phase Leaders, Assistant Head Teachers and the Head Teacher should be informed as appropriate

Support for Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or another member of staff, with whom they feel most comfortable
- Reassuring the pupil
- Offering continuous support through regular check-ins, Thrive or mentoring
- Restoring self-esteem and confidence
- Mediation with the perpetrator if appropriate

Pupils who have bullied will be helped by:

- Discussing what happened with the perpetrator using a restorative conversation/Reflections form
- Informing parents or guardians to help change the attitude and behaviour of the child
- Offering continuous support through Thrive or mentoring
- Educating the pupil about bullying and discussing how to change including considering the motivations behind bullying behaviour

Monitoring, Evaluation and Review

The school will review this policy regularly, and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Support for School

[DfE Preventing and Tackling Bullying](#)

[The Anti-Bullying Alliance](#)

[NSPCC](#)

