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Anti – Bullying Policy

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Signed on behalf of the Governing Body:

Chair: Gemma Cook

Revision Record

Revision No.	Date Issued	Prepared By	Approved	Comments
1	Spring 2017	AM	Yes	
2	March 2018	RC	Yes	
3	November 2021	RC	Yes	

BINSTEAD COUNTY PRIMARY SCHOOL

ANTI-BULLYING POLICY

This policy should be referred to in conjunction with: School Behaviour Policy, PSHE Policy, Online Safety policy, Safeguarding and Child Protection Policy.

Binstead Primary School are committed to sharing a common objective to help keep the children and staff of the school safe. We ensure that consistent effective safeguarding procedures are in place to support children, families and staff of the school. All policies should be read in conjunction with the Safeguarding and Child Protection Policy.

Every member of Binstead Primary School is entitled to feel safe and be free from bullying. Bullying behaviour is defined as persistent and subversive harassing of one child, or group of children by another or others. It may take the form of physical aggression, extortion, verbal harassment or threats. It is not necessarily 'rough play'.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What Is Bullying?

Bullying is the long term use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical pushing, kicking, hitting, punching or any use of violence

Racist racial taunts, graffiti, gestures

Sexual unwanted physical contact or sexually abusive comments

Homophobic because of, or focussing on the issue of sexuality

Verbal name-calling, sarcasm, spreading rumours, teasing

Cyber All areas of internet ,such as social media, online forums etc.

Mobile threats by text messaging & calls

Misuse of associated technology , i.e. camera & video facilities

Signs and Symptoms

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

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night, has nightmares or starts bed wetting
- feels ill in the morning
- begins to underachieve in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home very hungry (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Binstead accepts its responsibility to respond promptly and effectively to issues of bullying.

Procedures

- Report bullying incidents to staff and headteacher must be informed
- If bullying is identified, the incidents should be recorded by staff on yellow concern forms (kept in the school office)
- Parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place following the school's behaviour policy.
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Strategies for behaviour modification.

Active listening by agreed adult

- Discussion and explanation
- Negotiated targets and clearly described boundaries
- Regular monitoring and reporting
- Role play
- Circle of Friends for victim or bully as appropriate
- Signing a behaviour contract

We use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Annual involvement in anti-bullying week led by school council
- Annual signing of Anti-bullying Charter (school Council take to first Full Governor Meeting)

When bullying occurs, we are resolved that it should be recognised, identified, investigated and dealt with appropriately.

Prevention

We aim to prevent bullying through the following ways:

- Promoting self esteem.
- Promoting responsibility as members of the school community.
- Promoting good relationships
- Promoting mutual respect and trust between pupils and staff
- Ensuring that pupils know we care about bullying.
- Ensuring pupils know they will be supported and listened to.
- Regular checking to ensure that all children feel safe in school
- Regular checking to ensure that all children have a named adult in school whom they are confident to talk to if they have a problem.

P.S.H.E Religious Education, Assemblies and the ethos of the School overtly encourage anti-bullying strategies and attitudes and give bystanders strategies to prevent bullying. These strategies are reviewed at least termly by the whole school (at an assembly for example). Each Year in the Autumn Term the school participates in Anti-Bullying Week, with School Council leading and taking the Charter for signature by Governors.

Sanctions may include

Time out with one-to-one supervision
Loss of break time
Detention with headteacher
Written apologies to victim, and/ or adults when appropriate.
Individual behavior plan and charts, involving parents
Behaviour policy procedures implemented.

We endeavour to make the child understand that we disapprove of the bullying behaviour, not the child. We avoid counteracting bullying with bullying.

Rewards

Peer group approval encouraged by adults
School reward system followed

General Guidelines for all staff

All staff (teaching and support), have the opportunity to know the children well and to be aware of their personal circumstances. Flexibility is the key when choosing an appropriate strategy, but the following guidelines should be followed. If bullying arises a plan will be put in place by a Senior Leader.

- Treat all incidents seriously
- Ensure the victim is safe
- Make your disapproval of the behaviour clear
- Take care that children who are bullied are not the losers.
- Encourage the bully to see the victim's point of view
- Record concerns and make sure the Headteacher or Senior Leadership Team Member is involved
- Pass on any indicators for vigilance to colleagues.
- Any serious incidents that occur during play-time should be logged in the Playground Incident Book, and reported to the child's Class Teacher. A concern form should be completed by any member of the school community who feels there may be a bullying issue.
- Behaviour Policy strategies and penalties will apply and may be accelerated
- At break or lunch times do not hesitate to involve Class Teachers or Headteacher if you feel that you need immediate support.
- Take an assertive, not aggressive attitude to bullies. Aggression just gives children the message that it is OK to bully as long as you have the power.