

BRAYWOOD CE FIRST SCHOOL



Anti-Bullying Policy

'From tiny acorns, mighty oak trees grow, watered and nurtured by God.'

Statement of Intent

At Braywood School we believe that all pupils have a right to learn in a supportive, caring, safe environment without the fear of being bullied. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. 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.

Aims

- 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.

Definition

Bullying can be described as being a deliberate and repeated act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

Bullying can be:

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| — 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 email & internet chat room misuse.
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities |

No child, young person or adult should have to tolerate bullying behaviour in our school whether by pupils, parents or other staff. It is everyone's responsibility to safeguard them against such incidents and to deal with them quickly and effectively. We are a **TELLING** school.

Strategy for dealing with bullying

The emphasis is always on a caring, listening approach as bullies are often victims too - that is why they bully.

Bullying impacts on more people than the individual being bullied and has a negative impact on bystanders, friends and family. There are underlying reasons why the person displays bullying behaviour and acts in this way, and that needs to be addressed.

If bullying is suspected we will:

- fl Record the incident on a Bullying Record Form.
- fl Talk at length with the victim and witnesses. This will need patience and understanding.
- fl Obtain witnesses if possible and talk to them about what has happened. Remember – listen, believe and act.
- fl Identify the bully/bullies, talk about what has happened to discover why they became involved. Make it clear that bullying is not tolerated.
- fl If the bully owns up then follow procedures outlined in the Behaviour Policy, refer to the ELSA and create a plan to support the bully.
- fl The ELSA to work with the victim to support them in school and to provide strategies to move forward linked to SEAL.
- fl If the bully does not own up then investigate further. If it is clear that they are lying then continue with the procedure. Children usually own up when faced with the facts.
- fl A restorative meeting to be arranged with the parents of the bully and the victim to discuss the situation.

Strategies for preventing bullying in school

To reinforce the school ethos we will discuss bullying regularly in our assemblies, circle time, PSHE lessons, or when bullying occurs. We have a set of school rules, all children sign a behavioural contract and use a variety of resources to demonstrate how to deal with bullies either through stories, role play, ICT and having discussions about bullying and why it matters.

- fl Remind children that silence is the bully's greatest weapon.
- fl Remember you do not deserve to be bullied, it is wrong.
- fl Be proud of who you are. "It is good to be you."
- fl Try not to show the bully you are upset – bullies thrive on fear.
- fl Stay with a group of friends/people. Safety in numbers.
- fl Be assertive – shout "no." Walk confidently away. Go straight to a member of staff.
- fl Fighting back may make things worse.
- fl Generally it is best to tell an adult straight away.

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 unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence, starts stammering
- cries themselves to sleep at night or has nightmares, feels ill in the morning
- begins to do poorly in school work
- has unexplained cuts or bruises, stops eating
- becomes aggressive or unreasonable, and is frightened to say what's wrong

Role of Parents

We need the support of parents to record any changes in behaviour so we ask that parents:

- fl Look out for unusual behaviour in their child, not wanting to attend school, regularly feeling ill, changes in personality etc.,
- fl Take an active role in their child's education. Enquire how the day has been in school, who they have spent time with etc.,
- fl If you feel your child has been a victim of bullying behaviour inform school immediately. Your complaint will be taken seriously and appropriate action taken.
- fl It is important that you do not advise your child to fight back. This can make matters worse.
- fl Tell your child that it is not their fault they are being bullied.
- fl Make sure your child is not afraid to ask for help.
- fl If you know your child is involved in bullying, please contact the school to discuss the issues. We will deal appropriately with the issue.

It must be stressed that the school will act upon an allegation of bullying when communicated to the school. However, we urge parents to communicate ANY concerns with staff at an early stage to prevent escalation of the problem. These open lines of communication should continue where the problem persists. If pupils or parents do not keep the school regularly informed of the situation then the school will assume that the problem has been fully resolved.

Outcomes

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

There is a range of support material for parents who feel their child is being bullied in the office and on website below.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.	

Record of Bullying Behaviour

Record for School **Date of Incident**

Name / class/ ethnicity of instigator/s of the Incident

Name / class / ethnicity of the child / adult the behaviour was aimed at

Description of Incident

Cc: Head Teacher / Phase Leader / Class Teacher

Parent/Carer will be notified and an appropriate discussion will take place.

Action taken by Pastoral Team:

Action taken by member of SMT:

Signed: