

Broadfield Primary School Anti Bullying Policy

At Broadfield we define bullying as behaviour which is deliberately hurtful, behaviour which is repeated over a period of time and behaviour which is difficult for victims to defend themselves against.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyberbullying methods.

Bullying can take many forms. At Broadfield we recognise there are different types of bullying:

1. Physical e.g. pushing, kicking, hitting, punching or any use of violence;
2. Emotional e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
3. Verbal e.g. name calling, insulting, making offensive remarks, sarcasm, spreading rumours and teasing.
4. Racist: racial taunts, gestures and making fun of someone's culture or religion
5. Homophobic or transgender remarks: gestures or remarks which negatively affect LGBT children or those children brought up in LGBT families.
6. Cyber e.g. inappropriate text messaging and emailing, email & internet chat room misuse, sending offensive or degrading images by phone or via the internet; Mobile threats by text messaging & calls

We recognise that bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the impact on parents and school staff can be significant.

AIMS

At Broadfield Primary School we aim to:

- a. Provide a safe, secure environment for all children in which they can learn and grow.
- b. Ensure that all children are treated with equal understanding.
- c. Recognise and celebrate the different types of families in our school, including: single parent families, adoptive/looked after families, children raised by grandparents or other family members and those with single sexed parents or from LGBT families.
- d. Recognise that bullying, in various forms, exists at all levels of society. Therefore, we aim to promote a positive school climate to minimise bullying.
- e. Be a 'listening school' where a climate of trust and honesty exists in talking about and dealing with incidents of bullying occurring both in and outside of school.

- f. Provide support for children through Place2B and Place 2 Talk.

OBJECTIVES

- a. To tackle bullying directly through the curriculum and through assemblies.
- b. To promote a positive environment where bullying is talked about and strategies for dealing with bullies are discussed and modelled.
- c. To respond to bullying as promptly as possible.
- d. To provide support for the victim of bullying.
- e. To provide support, in the form of education, for the perpetrator of bullying.
- f. To ensure all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- g. To ensure all governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- h. To ensure all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.

PROCEDURES

- 1. Report bullying incidents to a member staff who will then inform the Head Teacher or Deputy. Appropriate sanctions will then be discussed and carried out.
- 2. In cases of serious bullying, the incidents will be recorded by the school.
- 3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
- 4. The bullying behaviour or threats of bullying will be investigated and the bullying must be stopped quickly.
- 5. Support will be given to the victim of bullying.
- 6. An attempt will be made to help the bully (bullies) change their behaviour and other agencies will be accessed if required.

CONSEQUENCES OF BULLYING (as agreed by school council)

- 1. The bully (bullies) will be asked to genuinely apologise. Other consequences may take place. Consideration will be given as to the suitability of restorative justice.
- 2. Depending on the nature and occurrence of the bullying the following sanctions could be applied:
loss of privileges, missed playtime, letter home to parents, dinner time exclusion, exclusion from class, banning from after school clubs, work to be done in own time to make up for lost learning.
- 3. In serious cases, suspension or even exclusion will be considered
- 4. If possible, the pupils will be reconciled
- 5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

ANYBODY EXPERIENCING BULLYING:

1. Should feel they are heard.
2. Know how to report bullying and get help.
3. Are confident in the school's ability to deal with the bullying.
4. Will have steps taken to help them feel safe again.
5. Will be helped to rebuild confidence and resilience.
6. Should know how they can get support from others.

ACTIVITIES TO HELP PREVENT BULLYING

- a. Anti-bullying issues will be taught overtly through the curriculum on a regular basis.
- b. Older children will act as 'playtime buddies' – to play games with younger children.
- c. Maintain a positive school ethos; encouraging and supporting pupils to see reporting incidents of bullying as acceptable and responsible behaviour.
- d. Learning Mentor and Pastoral Worker will provide immediate support for victims of bullying.
- e. At strategic times, pupil surveys on bullying will be carried out to monitor incidents.
- f. School council and class councils will discuss 'Bullying' as a regular agenda item.
- g. Circle time- (use of the worry box)
- h. Take part in Anti-Bullying week each year.
- i. Drama/role play activities.
- j. Regular praise of positive and supportive behaviour by all staff.
- k. Work in school which develops empathy and emotional intelligence
- l. Any incidents treated seriously and dealt with immediately.

THE ROLE OF THE COORDINATOR

- a. To monitor and update the agreed policy in consultation with staff, pupils, governors and parents.
- b. To keep up to date on current information and developments and provide or access training for staff.
- c. To purchase resources which support anti bullying issues.

EVALUATION

The policy will be evaluated annually as part of a whole school review of our School behaviour policy.

Review date: November 2021

Together we can achieve