



Broadfield Primary School Anti-Bullying Policy

Broadfield Primary School Values and Visions

Whilst at Broadfield we will work hard to demonstrate the values of:

Belief

Respect

Our community

Aspiration

Diversity

Friendship

Inclusion

Equality

Learning

Determination

In line with our mission statement:

Together we can achieve

The policy should be read in conjunction with the following:

Safeguarding Policy

Behaviour Policy

E-Safety Policy

The Equality Act 2010

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. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
5. Homophobic or transgender remarks: gestures or remarks which negatively affect LGBT children or those children brought up in LGBT families.
6. Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

7. Prejudicial bullying: Bullying based on prejudices directed towards specific characteristics or experiences, e.g. religion or mental health issues
8. 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.

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some children and young people have towards those who are different to themselves. Vulnerable pupils may include, but are not limited to:

- Pupils who are adopted or looked after
- Pupils suffering from a health problem
- Pupils with caring responsibilities
- Pupils from socioeconomically disadvantaged backgrounds

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, Place 2 Talk and pastoral support –via Mr Cameron.

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.

Roles and Responsibilities:

Teachers are responsible for:

- Being available for pupils who wish to report bullying.
- Providing follow-up support after bullying incidents.
- Being alert to possible bullying situations, particularly exclusion from friendship groups.
- Being alert to social dynamics in their class.
- Refraining from stereotyping when dealing with bullying.
- Understanding the composition of pupil groups, showing sensitivity to those who have been the victims of bullying.
- Reporting any instances of bullying using the electronic CPOMS system once they have been approached by a pupil for support.

The Headteacher is responsible for:

- Reviewing and amending the policy.
- Overseeing records on CPOMS.
- Arranging appropriate training for staff members.

The governing body is responsible for:

- Monitoring and implementation of the policy.
- Evaluating and reviewing the policy to ensure that it does not discriminate against any pupils on the basis of their protected characteristics or backgrounds.
- Ensuring that the school is inclusive.
- Analysing any bullying data to establish patterns and reviewing this policy in light of these.

Parents are responsible for:

- Informing their child's class teacher if they have any concerns that their child is the victim of bullying or involving in bullying in anyway.
- Being watchful of their child's attitude, behaviour and characteristics and informing relevant staff members of any changes.

Pupils are responsible for:

- Informing a member of staff if they witness bullying or are a victim of bullying.
- Walking away.
- Not making counter threats if they are victims of bullying.
- Keeping evidence of cyberbullying and informing a member of staff should they fall victim to cyberbullying.

Statutory implications

Broadfield understands that, under the Equality Act 2010, it has a responsibility to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Prevention

- a. Anti-bullying issues will be taught overtly through the curriculum on a regular basis.
- b. All members of staff at Broadfield, will be made aware of the Anti-Bullying Policy and their responsibilities in relation to it.
- c. Maintain a positive school ethos; encouraging and supporting pupils to see reporting incidents of bullying as acceptable and responsible behaviour.
- d. The Pastoral Worker will provide immediate support for victims of bullying.
- e. At strategic times, pupil surveys 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. Seating plans will be organised and altered. Potential victims of bullying will be placed in working groups with other pupils who do not abuse or take advantage of others.
- i. Staff members will encourage all children to identify trusted adults with whom they can share worries or concerns, both in and out of school. All staff will have an open door policy, allowing pupils to discuss any bullying, whether they are victims or have witnessed an incident.
- j. Work in school which develops empathy and emotional intelligence.
- k. Take part in Anti-Bullying week each year.
- l. Drama/role play activities.
- m. Regular praise of positive and supportive behaviour by all staff.
- n. Any incidents treated seriously and dealt with immediately.
- o. The school will be alert to address any mental health and wellbeing issues amongst pupils, as these can be a cause, or as a result of bullying behaviour.
- p. Broadfield will ensure potential perpetrators are given support as required, so their emotional, social and educational development is not negatively influenced by outside factors, e.g. mental health issues.

Signs of bullying

Staff will be alert to the following signs that they may indicate a pupil is a victim of bullying:

- Being frightened to travel to school
- Unwillingness to attend school
- Repeated or persistent absence from school
- Becoming anxious or lacking confidence
- Saying that they feel ill repeatedly
- Decreased involvement in school work
- Lack of appetite
- Cuts or bruises
- Becoming short tempered
- Change in behaviour and attitude at home

The above signs may not be due to bullying, but they may be due to deeper social, emotional or mental health issues, so they are still worth investigating. Pupils who display a significant number of these signs will be approached by a member of staff to determine the underlying issues causing this behaviour.

If staff become aware of any factors that could lead to bullying behaviours, they will notify the pupil's class teacher, who will investigate the matter and monitor the situation.

Staff principles

Staff will treat reports of bullying seriously and will not ignore signs of suspected bullying. Staff will act immediately when they become aware of a bullying incident. Unpleasantness from one pupil towards another will be challenged and will never be ignored. If a member of staff believes a pupil is in danger, e.g. being hurt, they will inform the DSL immediately. Follow-up support will be given to both the victim and perpetrator in the months following an incident to ensure all bullying has stopped.

Peer-on peer abuse

Peer on Peer Abuse – any kind of abuse between peers but has come to refer as sexual abuse

Staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. Peer on peer sexual abuse is sexual abuse that happens between children of a similar age or stage of development. It can happen between any number of children and can affect any age group. It is harmful to those who experience it and those who carry it out. It happens in homes, schools, public places and online. Examples include This is most likely to include, but not limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- inappropriate or unwanted touching;
- pressurising, coercing or forcing others to take part in sexual acts; or share nude images;
- sharing sexual images of a person without their consent;
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- sexual harassment - such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- abuse in intimate personal relationships between peers;
- physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;

All staff at Broadfield should be clear about the school's policy and procedures with regards to peer-on-peer abuse and the important role they have to play in preventing it and responding where they believe a child may be at risk from it.

There should be a zero-tolerance approach to abuse and it should never be passed being boys" as this can lead to a culture of unacceptable behaviours and an unsafe environment for children. There should be recognition that it is more likely that girls will be victims and boys' perpetrators, but that all peer-on-peer abuse is unacceptable and will be taken seriously.

Cyberbullying

Online bullying is defined as the use of technology such as email and social networking sites to deliberately hurt or upset someone or harass or threaten. Unlike physical forms of bullying, the internet allows bullying to continue past school hours and invades the victim's home life and personal space. It also allows distribution of hurtful comments and materials to a wide audience.

Online bullying is extremely prevalent as pupils who would not consider bullying in the physical sense may find it easier to bully through the internet, especially if it is thought the bullying may remain anonymous.

Any incidents of online bullying will be dealt with in line with the school's anti-bullying and behaviour policies.

Bullying may take the form of:

- Rude, abusive or threatening messages via email or text
- Posting insulting, derogatory or defamatory statements on blogs or social networking sites
- Setting up websites that specifically target the victim

As part of online safety awareness and education, pupils will be encouraged to report any incidents of online bullying to their teacher.

Any action taken on online bullying incidents will be proportional to the harm caused. For some cases, it may be more appropriate to help the pupils to resolve the issues themselves rather than impose sanctions. This may be facilitated by the School Council or the Apple, Zippy and Passport Programme. PHSE

Online bullying of school staff

Incidents of online bullying involving school staff should be recorded in the same manner as incidents involving pupils. Staff should not reply to messages but report the incident to the Headteacher immediately. Where the bullying is being carried out by the parents the Headteacher will contact the parent to discuss the issue.

Sanctions for those involved in online or cyber bullying may include:

- Those involved will be asked to remove any material deemed to be inappropriate or offensive.
- Other sanctions for pupils and staff may also be used in accordance with the Acceptable Use Policy
- Parent/carers of pupils involved in online bullying will be informed.
- The police will be contacted if a criminal offence is suspected

Sexting and sexual abuse and harassment by peers

All staff at Broadfield Primary School is aware of the duty under statutory guidance 'Keeping children safe in education' and Sexual violence and sexual harassment between children in schools and colleges.

We recognise that sexual violence and sexual harassment between children can take place online. Examples may include; non-consensual sharing of sexual images and videos, sexualized online bullying, online coercion and threats, unwanted sexual comments and messages on social media and online sexual exploitation.

We will respond to concerns regarding online sexual violence and sexual harassment between children, regardless of whether the incident took place on our premises or using our equipment.

If made aware of online sexual violence and sexual harassment, we will:

- Immediately notify the DSL (or deputy).
- Provide the necessary safeguards and support for all learners involved such as providing appropriate counselling/pastoral support.
- Inform parents and carers, if appropriate about the incident and how it is being managed.
- If appropriate, make a referral to partner agencies such as Children Social Care and/or the Police.
- If the concern involves children and young people at a different educational setting, work in partnership with other DSLs to ensure appropriate safeguarding action is taken in the wider local community.

- If a criminal offence has been committed, the DSL (or deputy) will discuss this with the police first to ensure that investigations are not compromised.
- Review the handling of any incidents to ensure that best practice was implemented, and policies/procedures are appropriate.

Procedures

Minor incidents will be reported to the victim's class teacher, who will investigate the incident, record details of the incident using CPOMS and set appropriate sanctions for the perpetrator. The Safeguarding Team will be alerted.

When investigating a bullying incident, the following procedures will be adopted:

- The victim, alleged perpetrator and witnesses are all interviewed separately.
- If a pupil is injured, members of staff immediately seek advice from a trained first-aider.
- A room is used that allows privacy during interviews.
- If appropriate, the alleged perpetrator, the victim, and witnesses are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture.
- The DSL/DDSL will gather evidence of a cyberbullying incident; this may involve text messages, emails, photos, etc, provided by the victim.
- Members of staff listen carefully to all accounts, being non-confrontational and not assigning blame until the investigation is complete.
- Premature assumptions are not made, as it is important not to be judgemental at this stage.
- All pupils involved are informed that they must not discuss the interview with other pupils.
- Due to the potential for some specific forms of bullying to be characterized by inappropriate sexual behavior, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

Consequences

If the DSLs/Headteacher is satisfied that bullying did take place, the perpetrator will be helped to understand the consequences of their actions and warned that there must be no further incidents. The perpetrator will be informed of the consequence that will be applied, in line with the school's Behaviour Policy and future consequences if the bullying were to be used.

If possible, the school will attempt reconciliation and will obtain an apology from the perpetrator. This will either be in writing to the victim, and/or witnesses if appropriate, or face-to face, but only with the victim's full consent. Victims will never feel pressured into a face-to-face meeting with the perpetrator, discretion will be used here.

Parents are informed of bullying incidents and what action is being taken.

An attempt will be made to help the perpetrator (perpetrators) change their behaviour and other agencies will be accessed if required.

Exclusion will only be used as a last resort – where there have been serious or consistent incidents of bullying.

Support

In the event of bullying, victim's will be offered the following support:

- Emotional support and reassurance from the school's pastoral team.
- Reassurance that it was right to report the incident and that appropriate action will be taken.
- Liaison with their parents to ensure a continuous dialogue of support.
- Advice not to reply or retaliate or reply, but to keep the evidence and show or give it to their teacher or parent.
- Advice on aspects of online safety, in the event of cyberbullying, to prevent reoccurrence, including where appropriate, discussion with their parents to evaluate their online habits and age-appropriate advice on how the perpetrator might be blocked online.
- Discussion with their parent on whether police action is required (except in serious cases of abuse where the police may be contacted without discussion with parents).

In each instance of bullying, it will be considered whether it is appropriate to split up the perpetrator(s) and victim(s), e.g. preventing them sharing classes or spaces where possible, and will split up other harmful group dynamics to prevent further occurrences where necessary. Victims will be encouraged to broaden their friendship groups.

Staff particularly, the pastoral worker, will work with the victim to build resilience through regular check-ins and possible referral to an emotional health and wellbeing intervention.

Pupils who have bullied others will be supported in the following ways:

- Receiving consequences for their actions.
- Being able to discuss what happened.
- Being able to reflect on why they became involved.
- Being helped to understand what they did wrong and why they need to change their behaviour.

Monitoring and Evaluation

This policy will be reviewed annually in line with the Safeguarding Policy, where necessary changes will be made.