



Brimscombe CE (VA) Primary School

Anti-bullying policy

Approved by:

Date: March 2021

Last reviewed on:
March 2021

Next review due by: March 2022

Vision Statement:

We work together to create a safe, welcoming and happy environment rooted in Christian values. We provide rich opportunities and challenges for our pupils to learn. kindness, respect, courage, friendship and responsibility are at the heart of what we do. We support all our children in becoming confident, skilled and optimistic young people.

We aim to ensure that:

- All our pupils feel safe, secure and valued.
- Each child grows in spiritual awareness, knowing that their own views are respected.
- Everyone in our school understands tolerance and respects others.
- The school community promotes positive attitudes to relationships and learning.
- The school delivers a vibrant, innovative and forward thinking Curriculum fit for our times.
- We build a community of children, staff, parents and Governors that works together for the benefit of all.

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Who is this policy for?

This policy is intended to be a point of reference for all stakeholders but especially the staff (including temporary staff and students) and parents/carers.

1. Introduction

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.

we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- 'Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it

The protected characteristics include:

Age;

Disability;

Gender reassignment;

Marriage and civil partnerships;

Pregnancy and maternity

Race;

Religion and belief;

Sex;

Sexual orientation

At Brimscombe CE (VA) Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.

Where this is the case, the school staff should report their concerns to their Designated Safeguarding Lead or Deputy Designated Safeguarding Lead.

This policy is closely linked with our Behaviour Policy, our Safeguarding Policy, our PSHCE/RSE policy, the school Code of Conduct and the school's Christian Vision, Aims and Values.

2. 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 the procedure 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.

Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should feel able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows or suspects that bullying is happening is expected to tell a member of staff. The DSL (designated safeguarding Lead) or senior teacher should be made aware of all instances of bullying or suspected bullying.

3. What Is Bullying?

Bullying is action taken by one or more children or an adult with the deliberate intention of persistently hurting another child, either physically or emotionally. It can take many forms.

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 cultural** racial taunts, graffiti, gestures which pertain to colour, ethnicity and social backgrounds, including gypsy, Roma and travellers
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality, including lesbian, gay bi-sexual and transgender
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet use, such as email & social media misuse; mobile phone texts & calls; misuse of associated technology, i.e. camera & video facilities

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. Schools have a responsibility to respond promptly and effectively to issues of bullying.

4. Prevention

Teachers endeavour to support all children in their class and to establish a climate of trust and respect for all within the ethos of a church school. By praising, rewarding and celebrating the success of all children, developing high levels of self-esteem, we aim to prevent incidents of bullying. We believe that confident children who feel part of a safe, caring community are less likely to bully others or to become a victim of bullying.

The teachers use circle time, PSHE and RE as a forum to discuss with the children what bullying behaviour is and why it is wrong and unacceptable.

5. 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

- asks to be driven to school
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly 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 unexplained cuts or bruises
- 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. This list is not exhaustive.

6. Procedures

Anyone suspecting a child of bullying or being bullied must:

- 1) Report it to the class teacher in the first instance
- 2) The class teacher will conduct an initial investigation and report the findings to the Head Teacher/DSL and the person who reported it. All reports of bullying will be logged, whether they are found to be substantiated or not.
- 3) If bullying has taken place:
 - The bully/bullies will be helped to change their behaviour
 - The victim will be counselled and supported
 - The bully and victim will be helped to reconcile their relationship
- 4) In all cases where bullying has been found to have taken place the parents of both the bully/bullies and the victim will be informed.
- 5) If necessary and appropriate support may be sought from external agencies including the police.

7. Outcomes

- 1) The bully/bullies will be asked to genuinely apologise. Other sanctions may be applied.
- 2) In serious cases, temporary or permanent exclusion may be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8. Links to other policies

This policy should be read in conjunction with:

- Behaviour Policy
- Safeguarding policy
- Equality Policy
- SEND policy

9. Monitoring and Review

The Anti-bullying Policy will be reviewed annually