

Brookfield Primary School Anti-Bullying Policy

Intent

At Brookfield, we strive to inspire the best in everyone through kindness, achievement and responsibility. We are committed to providing a caring, nurturing environment and believe that every child should grow up feeling safe, secure and able to participate in a range of activities. Bullying can, and frequently does, negate this aim and will not be tolerated in any form at this inclusive school, where rights and respect are central to our vision and values. If bullying does occur, everyone should feel able to report this and know that incidents will be dealt with promptly and effectively. It is **everyone's** responsibility.

The aims of this anti-bullying policy are:

- To ensure a zero-tolerance approach to bullying
- To prevent bullying and promote positive relationships
- To ensure that governors, teaching and non-teaching staff, students and parents have an understanding of what bullying is, what the school policy is on bullying and actions that should be taken
- To raise awareness of the consequences of bullying through all aspects of the curriculum
- To ensure a culture that embraces all student and stakeholders and eliminates discrimination in any form.

This policy is informed by these key rights:

- Article 2 The convention applies to everyone: whatever their race, religion, ability or family background.
- Article 3 The best interests of the child must be a top priority in all things that affect children.
- Article 12 Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.
- Article 24 Every child has the right to good quality health care including mental health care.
- Article 29 Education must encourage children's respect for human rights...their own and other cultures...

Definition

Bullying is where:

- Hurt has been deliberately/knowingly caused (physically or emotionally)
- It is a repeated incident or experience, e.g. two or more incidents, cyberbullying
- There is an imbalance of power;
 - (i) target feels s/he cannot defend themselves
 - (ii) perpetrator(s) exploiting their power (size, age, popularity, coolness, abusive language, labelling/name calling etc)
 - (iii) involvement of a group

*Bullying is **not** where:*

- It is the first hurtful incident between children
- Teasing/banter between friends without intention to cause hurt.
- Falling out between friends after a quarrel, disagreement or misunderstanding
- Conflict that got out of hand. Activities that all parties have consented to and enjoyed and which got out of hand or gave rise to parental concern. *These problems will still be taken seriously.*

Bullying commonly relates to any, or all, of the following: race, religion or culture, special educational needs and/or disabilities, young carers, looked after children, gender, appearance and/or size, ability and attainment, sexism (bullying based on a person's actual or perceived sexuality), homophobic (a dislike or fear of someone who is, or perceived to be lesbian, gay or bisexual), or transphobic (a dislike or fear of someone who is, or perceived to have changed their gender, or difficult to categorise as either male or female).

Prevention

- We are proactive in investigating, recording, resolving and sharing information about incidents and relationships and share this information with children, staff, parents and governors.
- We are a listening and telling school where children are encouraged to express their feelings, fears and concerns.
- We talk to pupils about issues of difference and the impact of bullying and prejudiced based behaviour in lessons, circle times, assemblies and special weeks such as anti-bullying week.
- We have an ethos of positive behaviour where pupils treat one another and staff with respect.
- Pupils are encouraged to report any instances of hurtful behaviour to a trusted adult.
- All pupils are supported in developing their understanding of how their behaviours affect others through using restorative conversations and reflection time with key adults.

Signs and symptoms of bullying

A child may indicate by signs or behaviour that they are being bullied. This list is not exhaustive. Adults should be aware of these possible signs and should investigate if they notice a child:

- seems unwilling or anxious to attend school
- wants to change their usual routine or route to school
- is unwilling to go to school (school phobic)
- becomes withdrawn, quiet, distant, anxious, or lacking in confidence
- starts stammering, sweating or shaking
- frequently cries
- feels ill or pretends to be ill
- finds it challenging to focus on learning

- becomes aggressive, disruptive or unreasonable, rapidly changing moods,
- begins bullying other children or including siblings
- changes to appetite
- is frightened to say what's wrong, doesn't want to communicate or participate

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

Some reasons why people bully:

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (they too have been bullied)

Brookfield has a duty of care to the students and to the staff to ensure they are safe to work, learn and develop unimpeded by fear. Where bullying is found to have taken place by any means, robust action shall be taken to protect the wellbeing of students and staff.

We recognise that if bullying is to be dealt with effectively, we must all take appropriate action to ensure the victim is supported and the bully challenged.

The following guidelines should be followed:

- Staff will model the values of Kindness, Achievement and Responsibility to 'Inspire the best in everyone'
- Positive behaviour will be promoted through consistent use of our whole-school, positive behaviour policy
- Staff will implement procedures to confront bullying in any form
- All bullying incidents should be reported to the phase leader, who will communicate with the Senior Leadership Team
- There is a record of all incidents of bullying on our bullying log – including relationships being monitored and confirmed cases
- In all cases, parents will be informed and will be asked to come in for a meeting to discuss

the problem

- In cases of racist, sexist or /HBT (homophobic, biphobic, transphobic) bullying will be logged on the Brookfield 'serious incident log'
- If necessary and appropriate, the Safer Schools Officer will be consulted.
- Action will be taken to help the bully (bullies) change their behaviour.
- All staff will be made aware of the relationship in morning meetings and reminded on a daily basis
- The victim will have a key adult on the playground to communicate with
- Other strategies may be put in place to support the child in feeling safe, such as a communication book between themselves and the teacher/other key adults
- Immediate Stage 3's will be issued to the perpetrator if incidents continue
- If the victim agrees and feels comfortable in doing so, there will be a restorative meeting
- A meeting will be organised with relevant key staff, the Headteacher and the parents to discuss the progress made regarding the bullying relationship
- The relationship will continue to be monitored to ensure there are no further incidences

All these actions must take place as an immediate response. We believe that there is no excuse for complacency when dealing with bullying.

Sources of Help

Bullying can, and frequently is, more complex than is apparent to any one party. Help is available in school and from external sources depending on the needs and wishes of the children involved and the views of their parents or carers. Within school it is sometimes sufficient to work with the children's' suggestions and monitor their effectiveness. If the children concerned are both willing then restorative conversations can be held and their outcomes monitored. One to one help is available through the mentoring scheme (Skills for Life) when appropriate for one or both children concerned. The Tavistock Outreach for Schools (TOPPS) can offer therapeutic support in certain situations. Outside school the Educational Welfare Service, the Educational Psychology Service and the Primary Learning Support Service are all available in specific situations. It should be noted that the vast majority of bullying concerns are resolved within the school.

Related Policies

- Brookfield Safeguarding
- Peer on peer abuse and sexual violence guidance
- Positive behaviour

Governance

Any suspected cases of bullying are investigated and monitored. All incidents of bullying whether at the monitoring or confirmed stage are reported at full governing body meetings and in Quality of Education meetings.