

Broadbottom C of E Primary School

Anti-Bullying Policy

School Aims

We will....

- Love our God, our world, each other and ourselves
- Cherish our pupils, acting as their champions.
- Provide safe yet challenging opportunities to learn, blossom and grow.
- Surround ourselves with fun, laughter, positivity and happiness, creating a place where memories are made.
- Trust each other to act with integrity and to forgive when we make mistakes.
- Love learning and love life

We aim to....

- Be creative in our thinking, outlook and approach
- Communicate effectively
- Give the time needed for stronger growth
- Find each individual's "spark", develop them as thinkers and provide them with the gift of a love of learning and a belief in themselves.

Rationale

- At Broadbottom Church of England Primary we encourage all pupils to tell staff if they are being bullied.
- To respond to bullying behaviour promptly and consistently.

Equality and Inclusion Statement

The Head teacher, named Subject Coordinator and Governor should be satisfied that the school's policies and procedures ensure that all pupils have equal access to:

- The National Curriculum.
- Additional Educational Support where necessary.

Definition

At Broadbottom Church of England Primary we define bullying as behaviour that is repeated over a period of time.

This behaviour may include:

- Physical-hitting, biting, kicking, taking belongings.
- Verbal – name calling, insulting, personal remarks.
- Indirect – excluding someone from social groups.

Who are the Victims?

Any child/adult can be bullied.

There can be no excuse for bullying behaviour.

Where does bullying take place?

- As staff, we have identified areas that are likely to be places where bullying could take place- toilet area, side of junior building, infant play area near reception class.
- Staff on playground duty are continually on the move to be vigilant in all areas.
- Children can help with this information and are encouraged to show staff where bullying takes place.

Guidelines

What will happen if bullying is reported at Broadbotttom Primary?

Bullying will –

- Be reported by those involved, or witnessing it.
- Always be taken seriously, teachers will listen very carefully.
- Children will be interviewed.
- The details of the incident will be recorded.
- The class teacher will be informed.
- If bullying is alleged or found to be happening inform the parents of the bullying child and the child being bullied.
- Midday supervisors will monitor behaviour at lunchtime if needed.
- The behaviour will be monitored by the class teacher and recorded in the behaviour book.
- If the bullying continues the Head teacher will be informed and further appropriate strategies will be implemented.
- The behaviour book will be monitored weekly by SMT.
- Exclusion will be the last resort.

Procedures

- Always tell.
- Always take bullying seriously, listen carefully.
- Interview one by one.
- Record very briefly the details of the incident on the Parent/Teacher consultation form. Pass the form to the School Office to be kept on pupil file.
- Inform the Deputy Headteacher, or if absent the Head teacher.
- If bullying is alleged or found to be happening inform the parents of the bullying child and the child being bullied.

Bullying – Don't suffer in silence

Information for children

When you are being bullied:

- Be firm and clear- look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- ***Tell an adult what has happened straight away.***

After you have been bullied:

- ***Tell a teacher or another adult in school.***
- Tell your family.
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you.

Responsibility of the Pupil

- Keep on speaking up until someone listens.
- Don't blame yourself for what has happened.

When you are talking about bullying with an adult, be clear about:

- What has happened to you?
- How often it has happened?
- Who was involved?
- Who saw what was happened?
- Where it happened?
- What have you done about it already?

Whatever you do, don't do NOTHING
If you are being bullied-tell someone
If you witness bullying-tell someone too

Monitoring and Review

- We will carry out an anonymous survey with our children annually (pupil questionnaire).
- We will then be able to identify progress year on year and identify any further areas for improvement.
- By analysing our class results class by class we will also be able to note classes where bullying is a problem and respond appropriately.
- We will set clear standards for children and parents of expected behaviours (in our Behaviour Policy) and the schools response.

Bullying – Don't suffer in silence

Information for parents and families

All schools are likely to have some problem with bullying at one time or another. It is important that we work hard at reducing and preventing bullying.

You as parents have an important part to play in helping us deal with bullying

- Discourage your child from using bullying behaviour at home or elsewhere.
- Show them how to resolve the difficult situations without using violence or aggression.
- Watch out for signs that your child is being bullied, or is bullying others.
- Parents and families are often the first to detect that a problem exists. Don't dismiss it.
- Contact us immediately if you are worried.

Children sometimes bully others because:

- They are developmentally immature and do not understand social rules.
- They don't know it's wrong.
- They are copying older siblings or other people in the family whom they admire.
- They haven't learnt other, better ways of mixing with their school friends.
- Their friends encourage them to bully.
- They are going through a difficult time and are acting out aggressive feelings.

Help stop your child from bullying others:

- Talk with your child- explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher- explain to the teacher the problems your child is experiencing – discuss with the teacher how you and the school can stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

Is your child being bullied?

- Calmly talk with your child about his/her experience.
- Make a note of what your child says – particularly who was said to be involved, how often the bullying has occurred, where it happened and what has happened.
- Reassure your child that they have done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur they should report them to a teacher immediately.
- Make an appointment to see your child's class teacher.
- Explain to your child's teacher the problems your child is experiencing.

Talking with teachers about bullying:

- Try to stay calm-bear in mind that teacher may have no idea that your child is being bullied or may have heard conflicting account of an incident.
- Be as specific as possible about what your child says has happened-give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school stay in touch with the school, let them know if things improve as well as if problems continue.

The Equality Act

The Equality Act 2010 amends the Sex Discrimination Act to place a statutory duty on us, when carrying out our functions, to have due regard to the need:

- To eliminate unlawful discrimination and harassment
- To promote equality of opportunity between men and women

This scheme outlines how we fulfil this duty, including a set of specific measurable targets.

This scheme sets out our commitment to promoting equality and eliminating sexual discrimination and harassment.

At Broadbottom C of E Primary school we will continuously strive to ensure that everyone is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential regardless of their gender, transgender, ethnicity, culture and religious background, sexuality, disability or special educational needs and ability.

The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality.

This we will do by:

- Treating all those within the school community (e.g. pupils, staff, governors, parents and the outside community) as individuals with their own particular abilities, beliefs, challenges, attitudes and backgrounds
- Maintaining a school ethos which promotes equality, develops understanding and challenges, myths, stereotypes, misconceptions and prejudices
- Encouraging everyone in our school community to gain a positive self image and high esteem
- Having high expectations of everyone involved with the whole school community
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do

Roles and Responsibilities

This equality scheme links to other policies and action plans that the school produces including the School Improvement Plan.

This equality scheme outlines the roles and responsibilities of everyone involved and connected with the school so that each person knows what is expected of them. Promoting equality and raising the achievement of all.

Responsibilities

One named governor takes the lead, but the **Governors** as a whole are responsible for:

- drawing up, publishing and implementing the school's equality policy
- making sure the school complies with the relevant equality legislation; and
- making sure the school Equality Policy and its procedures are followed
- monitoring progress towards the equality objectives and reporting annually

The **Executive Headteacher** is responsible for:

- making sure steps are taken to address the school's stated equality policy;
- making sure the equality, access and community cohesion plans are readily available and that the governors, staff, pupils, and their parents and carers know about them;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents.
- anticipating and enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality and community cohesion in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups; and
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

Visitors and contractors are responsible for:

- following relevant school policy

Publication and review

This Equality Policy fulfils statutory requirements under the terms of legislation referred to above. As it is a public document, the school governors publish it by making it available as paper document on request and on the school website

The scheme will be kept under regular review for three years and then replaced in April 2016.

Conclusion

All staff and pupils at Broadbottom Church of England Primary School have been regularly updated to recognise what bullying is. We also recognise that bullying happens in every school, however, if it is discussed regularly it is less likely to be prevalent. Bullying is seen by all at Broadbottom Church of England Primary School as unacceptable behaviour and cannot and will not be tolerated.