



Brackenhill Primary School

Anti-Bullying Policy

Introduction

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Act also gives Headteachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere e.g. at local shops or cyber-bullying.

The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity
- Foster good relationships between people

The measures taken by schools with regard to behaviour and bullying prevention **MUST** be communicated to all staff, parents and pupils.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms :

- Verbal e.g. name-calling, threatening harm, repeated teasing
- Physical e.g. hitting, kicking, scratching, hair pulling
- Ignoring or excluding
- Turning friends against the victim
- Cyber bullying via texts or the Internet
- Sending nasty notes

Bullying can be motivated by prejudice against particular groups on grounds of religion, race, gender, physical characteristics, disability or because a child is adopted or in the care system.

Stopping violence is obviously the school's first priority but emotional bullying can be even more damaging and schools must act on this quickly.

Aims and objectives

The staff at Brackenhill Primary School are committed to providing and encouraging a caring and secure environment where all pupils can learn and develop in order to prepare them for adult life. In order to do this it is vital that pupils, parents, staff and Governors are aware of what is considered unacceptable behaviour within our school, what procedures and strategies are in place to deal with incidents of bullying and how the methods intended to keep our pupils safe are monitored.



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This policy is based on our School Behaviour Policy and the evaluation of information and gained from pupils, parents and staff, discussions in class and in assemblies and from other sources of help such as the DFE publication "Prevention and Tackling Bullying". It aims to outline the school's preventative strategies and procedures in cases of bullying. The effectiveness of this policy and how the school could improve its monitoring of pupil behaviour is assessed through regular discussion and reflection between staff, in class, in assemblies, through pupil voice, school council, Anti-Bullying Ambassadors and through contact with parents.

Preventative Strategies

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. The main ways to prevent bullying are to create an ethos of good behaviour where pupils treat each other and school staff with respect, and to teach children about the importance of understanding and tolerating differences between people. This may be done in discrete PSHE lessons and school assemblies or in class in order to respond to specific situations. We also believe it necessary to regularly teach about the dangers of cyber-bullying. The school has a strong pastoral team including a Behaviour Champion, Learning Mentors and Nurture groups. The school also has Anti-Bullying Ambassadors. Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

Procedures for Dealing with Bullying

The Headteacher is informed of all cases of bullying. Cases of bullying are always dealt with by a senior member of staff and usually by the Headteacher or Deputy Headteacher. Parents of both parties will be contacted. The Headteacher will follow the sanctions set out in the school's Behaviour Policy. Disciplinary measures must be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils. It is important to consider the motivations behind the bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. The consequences of bullying behaviour must reflect the seriousness of the incident so that the children see that bullying is unacceptable and punishable.

Bullying outside school

Headteachers now have the power to try and regulate pupils' conduct when they are not on school premises. Bullying outside school will be investigated and acted upon. In these cases the parents of victim and perpetrator will be involved as may members of the local community e.g. Community Support Officer.

Recording and Reporting Incidents

The Headteacher has a duty to record and report incidents of racism and bullying including homophobic bullying to the Local Authority. Incidents of poor behaviour are recorded in school. This Log can be used to detect any patterns of bullying towards or by a particular pupil. The Headteacher must decide when to report an incident of bullying to the Police or other authorities depending on the seriousness of the incident and other circumstances. The Headteacher will also need to decide if there is a need to involve other external services to support the child.



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The role of parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact a member of the Senior Leadership Team. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Pupils are invited to tell us their views about a range of school issues, including bullying, through circle time, pupil voice and the school council.

Headteacher _____ Date _____

Chair of Governors _____ Date _____