

# Anti – Bullying Policy



## Bishop Road Primary School

Adopted by: Senior Leadership Team and shared with the Teaching & Learning Committee

Adopted: November 2021

Review: November 2023

This policy has been written with consideration of with the following school policies:

Behaviour Policy, Data Protection Policy, Staff Code of Conduct, SEND Policy, Safeguarding Policy and the school Equalities Plan

## **Principles and Values**

As a school, we take bullying seriously. Pupils, parents and staff should be assured that they will be supported when bullying is reported. Bullying will not be tolerated and we are committed to the elimination of bullying through education, guidance and other interventions. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

### **Aims:**

- To take proactive steps to prevent bullying: anti-bullying discussions in class; supporting Anti-Bullying Week; teaching the school rules; and encouraging reporting of all incidents of bullying.
- To create an ethos and atmosphere at the school in which children understand what bullying is, that it is wrong and are confident to report it when it happens.
- To work towards eliminating bullying through behaviour management procedures and education involving bullies, victims and their parents, having discussed what behaviour is unacceptable.
- To support those who are victims of bullying by giving them clear guidelines on the actions they should take.
- To communicate to parents the actions they should take, if they have concerns about bullying, in newsletters at the start of each academic year.
- To ensure that all staff, teaching and non-teaching, receive training in identifying bullying and victims, and in using anti-bullying procedures.

## **What is Bullying?**

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can take many forms, but may be:

- Physical: hitting, kicking, taking or hiding belongings.
- Verbal: name calling, teasing, insulting, racist remarks, and writing unkind notes.
- Emotional: spreading rumours, excluding from groups, tormenting, staring, and cyberbullying.
- A combination of these: extortion or intimidation
- Cyberbullying: misuse of mobile phones or internet to spread rumours or intimidate others. Unlike other forms of bullying, cyberbullying can follow children outside school and into their home. There is no safe haven for the person targeted by a cyberbullying.

Any of these also have contexts, which discriminate in relation to race, gender, sexual orientation, special educational need, disability, religion or appearance.

### **Some of the signs of bullying:**

- Becoming withdrawn.
- Coming home with cuts and bruises.
- Losing belongings.
- Reluctant to go to school or to a club – anywhere where the bullies are.
- Doing less well at their schoolwork.
- Changes in their mood, becoming depressed, angry, unhappy.
- Changes in their behaviour, for example wetting the bed.
- Showing aggression at home with siblings and other family members.
- Feeling anxious.
- Difficulties sleeping.
- Wanting to change their journey or time of their journey to school.

## **Prevention**

At Bishop Road we strive to create an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. That culture extends beyond the classroom to the corridors, the dining hall, the playground, and beyond the school gates including travel to and from school. One of our core school values (accept and value one another) is focused on the need to build positive and friendly relationships with everyone we meet. Through Growth & Reflection lessons, assemblies and the wider curriculum we teach children to understand how our actions impact others, and how this permeates the whole school environment.

## **Procedures**

1. The class teacher will take all reports of bullying seriously and act swiftly. They will speak to the bully, the victim and any bystanders to bring the matter to a resolution without delay. This should be as soon as the concern is raised or the next school day if this is not possible.

The teacher will share all reported incidents with a member of the safeguarding team who will ensure the appropriate action is undertaken in dealing with the matter. The Designated Safeguarding Lead is Mr Emissah and the Deputy Designated Safeguarding Leads are Mr Edwards, Mr Barr and Miss Kingston.

2. Reports of bullying will be recorded by the class teacher on school monitoring system within 48 hours. Relevant details will be included in the Transfer Record to be handed on to the next teacher. Instances of bullying that take place at lunchtime will be reported to the relevant class teacher immediately. If this is not possible, a senior leader will be contacted who will then ensure that the class teacher is informed. If required, designated lunchtime staff will be made aware of recent or ongoing instances of bullying so that the situation can be monitored.

3. Help and support will be given to the victim, for example, by offering strategies for dealing with the situation and by raising self-esteem and self-confidence.

4. Help and support will also be given to the perpetrator with specific targets to support their development

5. The behaviour of the perpetrator and victim will be monitored and reviewed by the class teacher.

6. We will work with both the parents of the victim and the perpetrator in resolving the bullying behaviour.

7. The application of sanctions and support will depend on the individual circumstances of each incident. In serious cases, supervised seclusion and fixed term exclusion will be considered.

8. All action will be taken with consideration to the age of the children involved and the level of seriousness of the reported incident.

If parents/carers have concerns about the response to reported bullying, they should contact the Designated Safeguarding Lead by calling the school office. The Designated Safeguarding Lead will seek to resolve the concern as soon as possible and will respond on the same day or the next school day if this is not possible.

## **Appendices**

1 Anti-bullying policy – Child friendly version\* below

2 Anti-bullying guidance for staff – staff induction document

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## Anti-Bullying Policy for Children

**At Bishop Road, we value and respect one another. Bullying is never OK.**

### What is bullying?

We talk about bullying and why it is wrong in assemblies, through books that we read and in circle time.

Bullying is repeated behaviour that makes people feel threatened or unhappy. It can be many different things, for example:

- Hitting and fighting
- Name-calling, teasing, racist or religious comments
- Unkind notes and rumours
- Deliberately ignoring children or leaving them out of groups or games

Bullying can make you feel sad, worried or scared. Bullying can make you not want to do things or be with certain people, but if you feel bullied, it is never your fault and it is always something that needs to stop.

### What can we do about it?

If you feel threatened or bullied at school, the most important thing is to tell someone.

Tell your friends, tell your parents and tell your teachers or other adults in school. Your teachers have all learnt how to look after you and how to change bullying behaviour. They are there to help you. However, they cannot help you unless they know that you have a problem. Every class has a worry-box that you use, if it is too hard to say face-to-face.

At Bishop Road School, we will make sure that your teacher will always listen to you and take your worries seriously. Your teacher will help you solve any bullying problems. They will also help the child bullying you to understand why their behaviour is wrong, so that it does not happen again.

If after talking to your teacher, you still feel you are being bullied, it is really important that you tell someone again. Do not give up; there are many different ways to solve a bullying problem. If you still feel bullied, your teacher will talk to you and your parents and the other child's (or children's) parents too, so that you can all work together to make things better.

When there is bullying at Bishop Road it is written down in a special class book that goes up to your next teacher when you go into another year group. This means every new teacher you have will be able to make sure that old bullying problems do not come back.

### **Remember:**

It is never OK to bully children or to be bullied at Bishop Road.

If we talk about bullying, together we can stop it.

If you cannot talk to your class teacher, come and find **Miss Kingston, Mr Barr, Miss Walker, Mr Grinbergs, Miss Purnell or Mr Edwards** and they will help you.