



Brede Primary School

Policy name	Anti-bullying
Policy status	Statutory
Date approved by governing body	May 2021
Review date (annual)	April 2022

**To be read in conjunction with the Policies for Behaviour, Equality,
Online Safety and Safeguarding and Child Protection.**

Rationale

At Brede School we recognise that bullying can occur in all cultures, ethnic groups and social strata. Bullying can have a long lasting effect on individuals, create a barrier to learning and have serious consequences for mental well-being. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively. We also recognise bullying as being a form of peer on peer abuse.

What is bullying?

Bullying is conscious and deliberately hurtful behaviour, whether by an individual or a group. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves. This policy also relates to cyber bullying which is the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

We believe that there are a number of types of bullying.

Emotional: excluding from a group, tormenting, ridiculing, humiliating.

Physical: hitting, punching, pinching, kicking, finger jabbing, any inappropriate touching, jostling, breaking or taking someone's belongings.

Verbal: name-calling, insulting, put downs, threats, teasing, ridiculing, belittling, excessive criticism or sarcasm.

Indirect bullying, through spreading rumours or stories about someone, threats, making fun of someone, exclusion from a group, shunning, invading privacy, graffiti designed to embarrass or be offensive, withholding friendship.

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual/Gender: unwanted physical contact, sexually abusive, or sexist comments.

Homophobic/ Biphobic/ Transphobic: insults regarding a person's sexual orientation

Cyber: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, social media sites and apps, sending offensive or degrading photos or videos, setting up hate websites.

SEND: bullying of children with learning or other disabilities.

Other forms of bullying include: young carers, children in care or otherwise related to home circumstances and physical appearance, physical/ mental health conditions.

Bullying is not:

It is important to understand that bullying is not isolated occasions of falling out with friends, arguments or a one off incident where, for example a hurtful comment is made. Children often fall out or say things because they are upset. This can be reported at home, as bullying, it is important for parents to help their child distinguish between deliberate targeted bullying, and everyday friendship upsets. This is particularly true of much younger children who often find it difficult to make the distinction. When occasional problems of this kind arise, it is not classed as bullying and we try to teach children strategies to help them cope with these situations. It is an important part of a child's development to build resilience and learn how to deal with friendship breakdowns and differences of opinion. As adults, we have to deal with these situations and develop social skills to repair relationships. However, it is still important to bring these matters to the attention of staff in school so that they can be prevented from escalating into matters that are more serious.

It is bullying if it is consciously targeted and done repeatedly in a relatively short space of time. It will be made profoundly clear that we will **not** tolerate bullying at Brede. We are committed to creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for other, so that our pupils can grow and learn in a relaxed and safe environment.

Role of Staff

Responding to bullying

Concerns raised by parents will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following steps may be taken when dealing with all incidents of bullying reported to the school:

1. If bullying is suspected or reported, the incident will be dealt with immediately.
2. Concerns about bullying need to be reported to the class teacher in the first instance.
3. Staff will provide age appropriate support and strategies which might include circle times and/or role play activities to resolve any issues common to other class members.
4. Staff will speak to all individuals separately and will contact parents if necessary.
5. The bully (bullies) may be asked to genuinely apologise. Other consequences in line with the school's behaviour policy may take place and appropriate sanctions applied i.e. loss of golden time, break time detention or withdrawal from a school visit, club or event not essential to the curriculum. The senior leadership team will make the final decision having investigated the situation.

6. If possible, the pupils will be reconciled.
7. An attempt will be made and support given to help the bully (bullies) understand and change their behaviour.
8. A programme of support will be put into place to encourage the victim to continue to confide in adults immediately a problem arises.
9. In repeated or serious cases the school may exercise the following sanctions: lunch/break time exclusion, fixed term exclusion, permanent exclusion.
10. The DSL will be informed of all bullying issues where there are safeguarding concerns.
11. If necessary, other agencies may be consulted or involved.
12. Where the bullying of or by pupils takes place off school site or outside of normal school hours, the school will ensure that the concern is appropriately investigated.
13. Bullying incidents will be recorded in line with welfare concern procedures.

Supporting Pupils

Children are encouraged to report any negative behaviour, even if they are not sure whether it is bullying.

They can do this through:

- Speaking to their teacher/TA or any other member of staff;
- Speaking to their School Council rep or a peer mediator;
- Placing a red slip, in the 'Worry Box', asking to see an adult.

Pupils who have been bullied will be supported with the assurance of on-going support and opportunities to discuss the experience.

Pupils who have perpetrated bullying will be helped through discussion, identifying the need to change, appropriate sanctions and on-going education and support.

Through our curriculum we will:

- Openly discuss differences between people that could motivate bullying;
- Challenge practice and language which does not uphold the school's values of tolerance, non-discrimination and respect towards others;
- Provide opportunities for pupils to develop their social and emotional skills, including building their resilience and self-esteem;
- Encourage use of technology positively and responsibly.

Role of Parents

Parents have an important part to play in our Anti-Bullying Policy. We ask parents to:

1. Emphasise the importance of telling an adult in school straight away about any situation which makes them unhappy or worried;
2. Encourage resilience in the first instance by helping their child to distinguish between normal friendship disputes and serious bullying;
3. Look out for unusual behaviour in their child – for example not wanting to attend school or feeling ill regularly;
4. If a parent has concerns about their child's well-being, they need to speak to the class teacher as soon as possible or contact the office. Any concerns will be taken seriously and dealt with promptly.
5. Parents are asked not to approach other children or parents in an attempt to resolve the matter; it is best left to the school to deal with.
6. Parents are asked to work with the school to role model positive behaviour for pupils both on and offline. We ask that parents do not to tell their child to fight back or to repeat the bully's behaviour. This will only make the situation worse.

Role of Governors

The Governors monitor and review our Anti-Bullying Policy and practice on a regular basis. They support staff to promote positive relationships to help prevent bullying. The Governors will ensure that the policy is administered fairly and consistently and will deal promptly with any complaints regarding the school's response to bullying, in line with our Complaints Policy.