



Anti-Bullying Policy

Bournmoor Primary School

Headteacher: Mrs L Snowdon
Chair of Governors: Mrs T Bell
Date for review: November 2024

Statement of Intent

Bournmoor Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a nurturing and secure atmosphere. In our school we will not tolerate bullying or intimidation and believe that all children have the right to an education in an inclusive, supportive learning environment. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We follow Keeping Children in Education 2023 to support pupils in our school so they can feel safe and learn in a positive environment.

As a Rights and Respecting School, the UN Convention on the Rights of the Child are fundamental to our practice. We ensure that the following UNICEF principals apply:

- The best interests of the child are a priority (Article 3)
- Children have the right to be protected from being hurt or mistreated, in body or in mind (Article 19)
- Children have the right to be safe (Article 37)

It is important to us that all teaching and non-teaching staff should approach each situation consistently. This policy intends to help all staff deal in a consistent and effective manner with any incidents of bullying which occur within the school premises and/or during school activities, which may from time to time require involvement in out of school incidents.

Pupils who are bullying need to learn different ways of behaving. The staff of Bournmoor Primary School have a responsibility to respond promptly and effectively to all issues of bullying, whether relating to victim/target, to perpetrator/bully or to bystanders who encourage the bullying activity by watching, doing nothing to help and/or by actively supporting the bullying act through shouting encouragement, recording the activity on a mobile phone etc. Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect and this includes pupils reporting an incident that may not be perceived by an adult to be very serious.

Policy objectives

- Everyone at Bournmoor Primary School takes bullying seriously.
- Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- All governors, teaching and non-teaching staff, pupils and parents should have a common understanding of what bullying is and of a commonly agreed definition of bullying.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- They should receive training to address policy issues provided by ongoing continued professional development, local authority or outside agencies.
- Parents and carers will be made aware of the policy through the school brochure and the school website and can receive a printed copy on request.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

Definitions

What is bullying?

Bullying is recurring and deliberate abuse of power. There is no legal definition of bullying however it is usually defined as behaviour that is: repeated. intended to hurt someone either physically or emotionally. It can often be aimed at certain groups, for example because of race, religion, gender or sexual orientation.

Types of bullying can include:

Physical (kicking, hitting, theft)

Emotional (tormenting, excluding)

Prejudice related

Verbal (spreading rumours, name calling, sarcasm)

Cyber (via message, video message, game chat or misuse of technology)

Bullying is not:

A one event such as an accidental behaviour like knocking into another during games, making children play a certain way, a single act of telling a joke about someone, a disagreement or a one-off act of meanness. All children can make unpleasant remarks or disagree for example. These are one-off acts of unkindness and can be hurtful but they are not bullying. Children need to be told this is wrong and apologise but unless they occur repeatedly, they are not bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. All staff should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school/going to school
- changes their usual routine
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- self-harms
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone

Procedures

1. All bullying incidents will be reported by staff to the Headteacher and/or Deputy Headteacher
2. The bullying behaviour or threats of bullying will be investigated and dealt with appropriately
3. At the discretion of the Headteacher parents will be informed and may be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, outside agencies will be consulted
5. An attempt will be made to help the bully (bullies) change their behaviour through direct work

Practice

The staff will be made aware of:

- The school's standpoint on intolerance of any form of intimidating behaviour, from pupils or staff.
- The rewards and benefits system (age and child appropriate) which can be used to modify pupils' behaviour.
- The support available to incoming members of staff by more experienced staff in the identification of possible areas of interpersonal conflict within the context of Bournmoor Primary School.
- The history of new enrolments relating to prior involvement in bullying as bully or victim. This measure is taken in order to protect the child from further involvement and must not be seen as prejudicial to the child's fair treatment.

- Their position within the school and the impact they can have and should be aware of their behaviour in the light of the highly vulnerable nature of the pupils.

The staff will take action in relation to bullying that may include:

- Amendments and adaptations of curriculum and approaches style to promote non-confrontational situations.
- Building positive interpersonal relationships which model positive interactions.
- Following the Behaviour Policy to take action against incidents ranging from verbal reprimand to exclusion.
- Recording incidents on the electronic log as soon as possible. If a pattern becomes established then further actions may be taken.
- Informing the Headteacher or Deputy Headteacher of any serious incident as soon as possible and making the individual's class teacher aware of the situation
- Major incidents that are recorded by a member of staff who observed the incident may lead to the involvement of outside agencies.
- Making all pupils aware of the school's position on bullying and on bystanders to bullying incidents. Thereafter they will be treated in context of their individual behaviours.
- Undertaking necessary training to raise awareness of bullying and ensuring an inclusive learning environment.

Perpetrators of bullying may have their behaviour addressed in the following manner:

- Sanctioned in accordance with the agreed practice of the school in line with the Anti-Bullying / Behaviour Policy
- All pupils found to have been involved in an incident of bullying will be counselled by a member of staff to avoid any recurrences.
- Serious incidents are reported to the Headteacher or Deputy Headteacher.
- They will consider the nature of their offence and the impact on the other party/parties.
- Temporary or permanent exclusion from school may be considered by the Headteacher.
- If required, pupils who display repeated behaviours will be subject to a Behaviour Plan, in consultation with parents, staff and other outside agencies, where appropriate.
- Pupils who demonstrate views, which contradict the school's policy on equal opportunities, including racial or sexual harassment, homophobic bullying, or gender bias toward pupils and/or staff are dealt with in the same manner as other bullies. Such matters will be reported to Durham County and governors through our agreed systems.

Pupils who are the victims of aggression will be supported:

- By being listened to
- By informing parents where there are cases bullying;
- By involving outside agencies, including the police, where there are cases of physical harm, racial or sexual aggression;
- By providing guidance and counselling with regard to their own behaviour, and the ways in which they may develop confidence and apply and use more socially constructive behaviour if need be;
- By encouraging victims to be aware that the perpetration of similar acts on a third party does not give just cause for release of their emotions, and will be dealt with accordingly.

Outcomes

The opinions and wishes of the victim must be considered as paramount in resolving issues of bullying.

- 1) The bully (bullies) will be encouraged to apologise and resolve the situation. Dependent on the issue other consequences may take place as deemed fit by the staff involved.
- 2) Wherever possible, the pupils will be reconciled
- 3) In serious cases, suspension or permanent exclusion will be considered.

4) After the incident(s) have been investigated and dealt with, each case will be monitored to identify appropriate action in order to safeguard the victim.

Reporting

To maintain a system that is manageable and effective, staff use the following procedure.

- All reported bullying incidents to be recorded.
- When a child, parent or member of staff has reported bullying a confidential log of incidents should be logged by the class teacher. This could either be in the perpetrator or the victim's name.
- Incidents should be recorded by the member of staff they were reported to and passed to the class teacher.
- The Headteacher or Deputy Headteacher will use logs to identify pupils who are repeatedly being bullied or are repeatedly bullying and will deal with the issues accordingly.
- Incident logs will be completed for all cases of serious bullying.
- The Headteacher, who is also the Anti-bullying Co-ordinator, will analyse reports for patterns and necessary actions.
- The Headteacher will deal with any exclusions or criminal activity.

Recording Incidents

- 1 Staff (including lunchtime staff) are aware of the need to record incidents. The logs are confidential and should be non-accessible to pupils.
- 2 Pupil names/initials recorded, aggressor and target, and episode type are noted.
- 3 'Action taken' stages as follows:
 - Stage 1 Verbal reprimands.
 - Stage 2 Verbal report to class teacher, DHT or HT.
 - Stage 3 Incident report.
 - Stage 4 Parents informed.
 - Stage 5 Pupil exclusion

Repeated acts of bullying should be reported to the HT/DHT who will act accordingly.

Monitoring and evaluation

Monitoring of the policy is annually by the Headteacher and the Chair of Governors. The Chair of Governors will be kept informed of repeated incidents of bullying.

- Records will be kept for up to three years and then extended if the need required.
- Review and update of policy by governing body annually.
- The policy will be shared with staff/pupils/parent-carers via our website, newsletters or through a paper copy.
- Pupil and parent feedback are used to inform this policy. It is also shared with governors which include parent governors.
- The school council will be involved, where appropriate, in reviewing the policy

The Role of Parents/Carers

Bournmoor Primary School believes that parents and carers have a vital role in ensuring their child adheres to the school rules and supports the school when dealing with contentious issues.

Signs to look for in your child:

- Common symptoms may include headaches, stomach aches, anxiety, irritability, stress.
- They may refuse to attend school.
- They may have few or no noticeable friends around.
- They may lose money or property.
- They may have unexplained bruises etc.
- They may be unwilling to talk about school.

Parents can:

1. Support your child: tell them it is not their fault and that they can't choose the way people behave towards them, but they can choose how they respond.
2. Find time to talk to your child: empathise with their situation, although they can't choose what happens in their life, being happy is a positive personal choice.
3. Encourage them to be resilient and strong and that they should keep going to school and that school will make every effort to safeguard them.
4. Remind them they have the same right as anyone else to feel safe and be safe.
5. Speak to the Headteacher about the problem.
6. If not resolved see the Headteacher and ask to see their Anti-Bullying policy and the school's Safeguarding policy.
7. Request an action plan and time line to monitor the bullying and keep your log of incidents.
8. Support your child and the school by becoming involved in reviewing the policy.
9. If you feel the matter is not resolved then you can contact the Chair of Governors.

If you feel your child is bullying other children:

Look out for signs of bullying by your child or from others:

- Your child may have more money than usual
- Your child may have property that does not belong to them
- Your child may display aggressive behaviour and belittle others

These are only guidelines; your child may display some or all of these and not be bullying. If you are concerned do make an appointment to meet your child's teacher or Mrs Snowdon or Mr Seaton.

With your child:

- Talk with them to discourage this behaviour.
- Discuss how it makes other children feel.
- Give praise when your child displays co-operative behaviour and kindness to others.
- Monitor their use of technology and other forms of communication e.g. mobile phones/game chats for online bullying.

This document has been informed by: •

- Keeping Children Safe in Education 2023
- The Equality Act 2010

Suggested resources:

- The Anti-Bullying Alliance (ABA) <http://www.anti-bullyingalliance.org.uk/>
- Parentline: A national help line for anyone who is parenting a child and who needs guidance, information or emotional support. (Tel: 08088 002222)
- NSPCC: Child Protection Helpline: Free 24-hour service which provides counselling, information and advice (Tel: 0800 800 500)
- Bullying Online www.bullying.co.uk
- Parentline Online www.parentlineplus.org.uk
- Kidscape Online www.kidscape.org.uk
- <https://www.youngminds.org.uk/young-person/coping-with-life/bullying/>