



**Burton
Green**
PRIMARY SCHOOL

Anti-Bullying Policy

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Rationale

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

At Burton Green Primary School we are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell an adult in school. We believe that every child in our care has the right to respect and fair treatment within a safe and secure environment. We acknowledge that everyone in our school team shares this responsibility. Our school ethos places a high importance on the need for mutual respect across the whole school community and acts to model and promote it on a regular basis.

Statement of Intent

The Law:

The School Standards and Framework Act 1998: Section 61 (amended) is the principal legislation, and requires head teachers to determine measures to prevent all forms of bullying.

In addition, the Education Act 2002 and its Regulations (e.g. the Education (Pupil Exclusions and Appeals (Maintained Schools) (England) Regulations 2002, SI 2002/3178) are relevant to exclusions.

We also take into account the following legislation and guidance:

- The Children Act 1989
- Keeping Children Safe in Education 2018
- Working Together to Safeguard Children

We aim to establish a safe school, in line with our Mission Statement, where bullying is not tolerated. This includes racist, sexist, homophobic bullying, and also bullying relating to disabilities. We want all our children to be happy at school, and to be relaxed at home during the evening, and not in a position where they are frightened to come to school, or worrying about particular activities or times of the day.

Definition

Bullying is defined for the purpose of this policy as recurring behaviour by one or more people who cause distress, physically or emotionally, to any individual. This includes cyberbullying, which can be defined as *'the use of information and communications, particularly mobile phones and the Internet, deliberately to upset someone else'*.

Bullying results in pain and distress to the victim.

Bullying can be:

- Physical – hitting, kicking, theft or damaging property
- Verbal – threats, name calling, offensive, racist or homophobic remarks
- Covert or Hidden – spreading nasty rumours, playing nasty jokes in order to humiliate and embarrass, encouraging others to socially exclude someone, damage someone’s social acceptance or reputation
- Cyberbullying – hurtful or abusive texts, images or emails and intimidating others online.

Bullying can take many forms, and is often motivated by prejudice against particular groups, for example on grounds of religion, race, gender, sexual orientation or because a child is adopted or has caring responsibilities. It may be motivated by actual differences between children, or perceived differences.

Aims

- To ensure that respect remains embedded in the positive ethos of the school.
- To provide a school environment where individuals feel safe and secure and are treated with dignity and respect.
- To create a school culture where it is acceptable to “tell an adult” if something is wrong.
- To raise awareness across the whole school community that bullying in any form is unacceptable and will not be tolerated.
- To provide ongoing education for pupils about bullying and its consequences.
- Where bullying occurs, to work with pupils and parents to seek solutions and provide support for the victims of bullying.
- To seek to support the aims of the current York Children and Young People’s Plan (CYPP).
- To promote equality and celebrate diversity.

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when an incident of bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Guidelines / Procedures taken to prevent Bullying

- We explicitly and implicitly teach values such as kindness, tolerance and respect, through assemblies, PSHE lessons, small group ELSA intervention and our day to day interactions with pupils
- All staff monitor areas inside and outside the classroom during the school day including breaks and lunchtimes. If a child reports that they are being bullied, it is always investigated and referred to a senior member of staff if appropriate using either the Alleged Bullying Incident Report. (Appendix 1) or Alleged Racist Incident Form (Appendix 2). A team approach to safeguarding exists across the whole school.
- If a parent reports that their child is being bullied, it is always referred to the Head Teacher for further investigation. The school will encourage parents and pupils to act in partnership with the school to tackle bullying, for example informing a member of staff as soon as possible if they are aware that bullying is taking place.
- If bullying is identified and a member of staff observes an incident taking place, it is referred to the Head Teacher immediately and support is provided for the child. The parents of all those involved are then informed. The bullying behaviour or threats of bullying are investigated with the aim of the bullying being stopped quickly.
- Once an issue of bullying has been identified and preventative steps have been taken, staff are informed so that the situation can be monitored over time. We are aware that bullying incidents can stop for a short period of time and then reoccur. We are a school which seeks to understand the root causes of behaviours so every attempt will be made to help the perpetrators change their behaviour.
- We are mindful that some children within our school have SEND and every incident will be dealt with individually and sensitively, in the best interests of the children in our school, in order to meet individual needs.
- If a child is found to be carrying out acts of bullying, their parents will be informed and suitable sanctions will be imposed. The needs of the victim will also be sensitively addressed. Where appropriate, a restorative approach may be taken in conjunction with sanctions.
- The school will try at all times to resolve incidents of bullying so that all those involved will be able to move forward. Repeated occurrences of aggressive bullying involving the same children, however, will be treated with the utmost seriousness and the strongest sanctions available to the school will be imposed on a repeat offender. If necessary and appropriate, police will be consulted.

- Bullying is regularly addressed through Assemblies, PSHCE lessons, ELSA and circle time. This may include SEAL activities, storytelling, drama, role-play, discussion and speaking & listening activities, and raising pupil's awareness of cyber bullying.
- Staff make use of events which occur around school as teaching points, ensuring that the making of correct choices and the reinforcement of what is right and wrong are regularly addressed.
- Other school policies are closely linked with these issues: see also the Equality policy, E-Safety policy and the Behaviour policy.
- The school will take advantage of opportunities to raise awareness such as Anti-Bullying Week events in November of each year, in addition to outside agencies and specialist groups e.g. theatre groups.
- Playground Leaders are aware of the need for reporting bullying incidents to a member of staff and have regular, scheduled opportunities to do so.
- The Governors regularly monitors any incidents of racial and homophobic bullying, focussing on any action that the school is taking.
- The school utilises external advice including City of York policy advice, and other agencies in developing effective anti-bullying policies and procedures.
- All incidents are logged onto CPOMS by staff and the action taken or consequence is added by the Head Teacher or Deputy Head Teacher.
- On the rare occasion where a criminal offence may be committed within an act of bullying, prosecution may take place.

Signs and Symptoms

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

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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 (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received
- threatens or attempts suicide or runs away

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullying Outside School Premises

Burton Green Primary School does have the power to discipline pupils for misbehaving outside of the school premises "to such an extent that is reasonable". This can relate to any incidents of bullying that occur anywhere off the school premises, such as outside local shops, on school or public transport or at the local park.

When bullying incidents are reported that have occurred outside of school, Burton Green Primary School staff will investigate the incident and act appropriately. The Head Teacher will decide whether it is appropriate to notify the Police/PCSO. If the behaviour is criminal or poses a serious threat to members of the public, the police should always be contacted.

Safeguarding Children and Young People

Under the Children Act 1989 it states that a bullying incident should be addresses as a child protection concern when there is '*reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm*'. Where this is the case, school staff should report their concerns in line with the Schools Safeguarding and Child Protection Policies. Even where safeguarding is not thought to be the issue, schools may need to draw upon external agencies to support the pupil who is experiencing bullying, or to address any underlying issues who may have contributed to a child or young person engaging in bullying.

Appendix 1

Alleged Bullying Incident Report

Name of victim:	Date:
Name of perpetrator(s):	Reported by:
Details of the alleged bullying incident(s): (include length of time bullying has been taking place, details of specific incidents and any action taken so far)	
Signed:	Role:
Action taken:	
Signed:	Role:



Action Taken (please tick)

- Clear support for victim at the time of the incident
- Clear challenge and/or reprimand for offender at the time of the incident
- All staff who work with victim or offender informed
- Offender followed up, eg discussion, counselling
- Restorative justice or peer mediation approaches used
- Other victims supported, eg witnesses
- Victim supported following incident, eg discussion, counselling
- Referral to other agency
- Sanctions imposed on offender
- Whole class/group follow up
- Other action (please specify)

Other Parties Informed (please tick)

- Victim's parent / carer
- Perpetrator's parent / carer
- Children's Social care
- Police

Has the incident been resolved to the satisfaction of all parties?

Is there a further need for review?

Comments on any wider implications (for example any need for preventative work with pupils to be developed or staff training)

Signed:

Role: