



Policy Number	002	Issue	003
Policy Title	Anti-Bullying Policy		
Last Review Date	9 th November 2015		
Accepted By Full Governing Body	2 nd December 2015		
Next Review Date	1st December 2017		
Author	H. Messenger	Responsible Committee	Pupil Support

Policies to Be Read in Conjunction: -

- 001 Behaviour Policy**
- 003 Use of Force to Control and Restrain Policy**
- 004 E Safety Policy**
- 005 Code of Conduct**
- 009 Child Protection**

What is bullying?

At Bitham Brook school we define bullying as behavior which is:

- **Usually repetitive and persistent over a period of time**
- **Intentionally harmful and causes feelings of distress, fear, loneliness or lack of confidence**
- **Involves an imbalance of power where it is difficult for those bullied to defend themselves**

It can take many forms, but the three main types are physical, verbal or emotional. Both verbal and physical aggression is seen as potential bullying behaviour.

- Physical bullying can be: hitting, kicking, taking or damaging belongings;
- Verbal bullying can be: name-calling, spreading rumors, insults, repeated teasing or comments focusing on a person's disability;
- Emotional bullying can be: excluding someone from a social group or an intolerance of others;
- Racist bullying can be: racist comments, taunts, graffiti, or gestures;
- Sexual bullying can be: inappropriate physical contact, abusive or homophobic comments;
- Cyberbullying: we note the potential of modern electronic communication technologies: mobile phones, camera phones, the internet and email to be used inappropriately and illegally for bullying purposes.

We will not tolerate bullying behaviours at Bitham Brook

What do we do about bullying?

We have a clear Behaviour Policy that we review on an annual basis at the start of each academic year. We aim to provide a caring, safe, yet challenging environment for children to learn in. This Behaviour Policy includes as an Appendix this Anti- Bullying Policy.

With specific reference to Bullying we:

- Make it clear to children and parents that we will not tolerate Bullying Behaviours and those who carry them out – bullies;
- Immediately follow up any incident (see procedures);

- Encourage and reward good behaviour;
- Make sure that children who deliberately choose to carry out bullying behaviours know that there are clear and consistent sanctions and that there will be consequences for their actions and poor choices;
- Counsel both victims and bullies and teach them alternative behaviours as necessary;
- Work actively in the forums of assembly and circle time and within our PHSE teaching programme to combat bullying and help our children to reject bullying behaviours using the Bullying Awareness Poster to support our work;
- Actively support the national Anti-Bullying Awareness Week each year;
- Sign up to the Charter for Action every year.

Procedures for Child-to-Child Bullying

Procedure for the victim:

1. Child or parent informs class teacher of the alleged bullying. The teacher will usually approach the parent following a “child referral” to discuss the situation.
2. Class teacher investigates and decides on action and need for referral to the Headteacher. Notes are made on the child’s record for future reference.
3. In the case of referral, the Headteacher interviews victim and communicates with parents of the victim as appropriate.
4. The Headteacher explains the procedures for safeguarding the child during the school day to parents/carers of the victim where appropriate.
5. The Headteacher will complete a “Report of Incident Form” and ensure all staff are aware of the situation.
6. The Headteacher will re-assure the parent, and the child, that the child will be safeguarded during the school day by all staff.
7. The Headteacher will alert the Senior M.D.S.A. who will arrange for monitoring during lunchtime.
8. Date will be set for a review of the situation with parents.
9. The Headteacher will circulate copies of the “Report of Incident Form” to all named staff. Action to stop further bullying will be coordinated by the Headteacher.
10. At review meetings details of actions taken may be fed back to parents along with reports of any incidents and details of further proposed actions.
11. Copies of all documentation will be filed with the victim’s records as appropriate. The Headteacher will maintain a log for monitoring purposes.
12. Any allegations of bullying by adults towards children will be dealt with under separate procedures (School Code of Conduct and staff disciplinary procedures).

Procedure for the bully:

1. In the case of referral, the Headteacher will usually inform the alleged bully of the accusations and clarifies the facts.
2. Where bullying behaviours are judged to have taken place, it may be appropriate to ask the bully to apologise to the victim.
3. Parents/carers of the alleged bully are informed by the Headteacher of the incident and may be asked to attend a meeting as appropriate.
4. Copies of all documentation will be filed with the bully’s records.
5. Further sanctions will be invoked where there are additional incidents of bullying against the same or another victim by the bully.
6. Should such actions not be effective, further sanctions will be considered by the Headteacher and Governors. These may include the use of exclusion.

This policy has been reviewed in line with the Child Protection Policy.

In certain cases, incidents may demand the immediate use of extreme sanctions as outlined in the School Behaviour Policy to maintain order and safety. These sanctions are outlined on Page 10 of the Behaviour Policy.

We do not tolerate bullying behaviours at Bitham Brook.

Report of Incident Form

Safeguard

Name of bullied child: _____

Class: _____

Other children involved: _____

Nature of the Problem: _____

Date, time and place of the incident: _____

Incident Reported To: _____

By: _____

Date & Time of report: _____

Review date: (Seven working days later) _____

(One calendar month later) _____

All Information or evidence of Bullying Behaviours must be reported.

Teaching Staff Contact: _____

MDSA Contact: _____

Parent/ carers notified: _____

We do not tolerate Bullying Behaviours at Bitham Brook Primary School.

What is bullying?

It is when a person or a group of people deliberately hurt or frighten you, or make you unhappy. They don't do this just once, but they keep on doing it, even when you have told them to stop.

What should you do if someone is bullying you?

Tell them to STOP!

Tell them that you are not going to let them hurt or frighten you.

Then

TELL SOMEONE ELSE!

-An older pupil,

-A grown up,

-Your mum/dad/carer.

What to do if you know someone who is being bullied?

ALWAYS TELL SOMEONE. Bullies don't deserve friendship or loyalty.

What will happen?

The bullying will stop.

The bully will be stopped.

You will have helped our school to be a happier, safer place for yourself and everyone else.

BE STRONG- KEEP BULLYING OUT OF OUR SCHOOL