



**BOURNEBROOK  
CHURCH OF ENGLAND  
PRIMARY SCHOOL**

# **Anti-bullying Policy**

Reviewed Date: September 2019  
Next review due date: September 2020

## **Aim**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Throughout this policy the term “parent” is used to mean a pupil’s parent, carer or guardian.

## **Scope of this policy and links to other policies**

This policy includes:

- Bullying of pupils by pupils within school
- Bullying of and/or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school’s Safeguarding Policy.

This policy has links to the following policies and procedures:

- Equality and diversity policy
- Positive Behaviour policy
- E-safety policy
- Safeguarding (child protection) policy
- Complaints procedure

## **Definition**

Bullying is defined as a “behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, November 2014)

Bullying could be:

- Physical: pushing, punching, any form of violence, threats
- Verbal: name calling, insulting, making offensive remarks, teasing
- Emotional: tormenting, threatening, ridiculing, humiliating
- Racist: racial taunts, gestures
- Sexual: unwanted physical contact, abusive comments
- Cyberbullying -- This includes the same inappropriate and harmful behaviours expressed via digital devices, such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet

Bournebrook C of E Primary recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. Further details of our commitment to this can be found in our Equality Statement.

## **Identifying and reporting concerns about bullying**

All concerns about bullying will be taken seriously and investigated thoroughly. School teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Signs and symptoms of bullying could be:

- Unwilling to come to school
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do less well in school work
- Has unexplained cuts and bruises
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Complaining about missing belongings
- Refusal to talk about the problem
- Becomes more attached to adults.

***These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated***

### **Responding to reports about bullying**

Bournebrook C of E School will take the following steps when dealing with concerns of bullying:

- If bullying is suspected or reported, it will be immediately reported to the headteacher, or in their absence, a senior teacher
- The head teacher will interview everyone involved separately and keep a detailed record in the Allegations of Bullying log and record book. This includes collecting the views of the victim and alleged perpetrator. This will be held in line with the school's data protection policy/practice
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside of school, any relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and the action taken
- Punitive measures will be used as appropriate and in consultation with all parties involved
- Work will be done with both the victim to ensure they can feel safe and supported in school
- Work will be done with the perpetrator to ensure (if bullying allegation is substantiated) they have understanding of why their actions have been classed as bullying and how they can change their behaviours

### **Pupils and staff**

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil

- The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Official warnings to stop offending
- Exclusion from certain areas of the school premises
- Missing break/lunchtime play
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

### **Parents**

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use on the internet.
- Referral of the family to external support agencies will be made where appropriate.

### **Preventative measures**

Bournebrook C of E Primary will:

- Raise awareness of the nature of bullying through inclusion in PSHE & C, assemblies and informal discussions in class, as appropriate, in an attempt to eradicate such behaviour.
- Participate in national and local initiatives such as Anti-bullying week and the work of Warwickshire's Anti-bullying Partnership.
- Seek to develop links with the wider community that will support inclusive anti-bullying education.
- Promote The Bournebrook Way daily.

### **Monitoring, evaluation and review**

A senior member of the school staff will be identified to lead on the implementation of the policy and act as the link with the local authority.

An annual report will be made to the governing body, including statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying
- Actions taken and outcomes

Statistical information will be provided to the local authority as required.