Bowlee Park Community Primary School
Anti-bullying Policy

Our school aims to provide a secure, caring, community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation.
We intend the school to be a happy and enjoyable place to learn and work, providing the opportunity for every child to develop their potential in a well-resourced and stimulating learning environment.
We encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

WE AIM TO;

- express our belief that all pupils have a right to be included fully in school life.
- provide a learning environment free from any threat or fear, conducive to the achievement of individual aspirations.
- reduce and to eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- reduce and to eradicate instances in which pupils are subject to any form of bullying.
- respond effectively to all instances of bullying reported to us.
- establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- provide support for pupils responsible for bullying others, who may be experiencing problems.
- ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- meet any legal obligations which rest with the school.

OUR DEFINITION OF BULLYING

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.
Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

TYPE OF BULLYING	DEFINITION
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.
We draw on the school's PSHEC curriculum and promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community. Anti–bullying Week each year and regular assemblies remind our pupils of all aspects of bullying and how to respond to bullying.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others
- Circle Time, assemblies, role-play and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

- The school rules are displayed in classrooms to remind pupils of their responsibilities.
- We publish our anti-bullying policy on the school web-site.
- Posters around school tell pupils what to do if they are bullied, or see others being bullied, and about Childline and other sources of confidential help.
- Parents are reminded to immediately report if they suspect their child is being bullied at school.
- We ask pupils whether they feel safe in school and we supervise, and try to eliminate any unsafe areas reported to us.
- We provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

STRATEGIES FOR DEALING WITH BULLYING

In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Cooperative work encourages children to work together, be tolerant of others' ideas, trust others and be more willing to listen.
- Circle time sets time aside for pupils to take part in enjoyable games, activities and discussion in a safe environment where all opinions are valued.
- A circle of friends builds relationships around a vulnerable pupil with the pupil's and parent's agreement to offer support and friendship.
- Befriending appoints specific pupils as a support / friend [appointed by a member of staff]
- A support group involves the bullied pupil, those involved in the bullying and bystanders to form a group to support the bullied pupil. Responsibility for change lies with those involved in the bullying.
- Mediation by adults establishes ground rules that will enable the bully and the person being bullied to co-exist in school.

RESPONDING TO INCIDENTS

Pupils who have been bullied should report this to:

- Their class adults in school
- Any member of staff (Teachers, Teaching Assistants or Midday Supervisors)
- Their parents
- A school friend

Pupils who see others being bullied should report this to:

- Any of the above

Members of staff who receive reports that a pupil has been bullied should report this to

- A member of the senior leadership team (SLT)

Reports of bullying will be logged by:
- The class teacher or member of SLT who deals with the incident

Both bullying and racist incidents are reported to the Local Authority using the termly Incident Report Form. This does not identify individual pupils.

All reports are taken seriously and followed up by the class teacher or member of the SLT

Work with children who have been bullied may involve:
Provide support to pupils who are bullied:
- We reassure them that they do not deserve to be bullied and this is not their fault.
- We assure them that it was right to report the incident.
- We encourage them to talk about how they feel.
- We ascertain the extent of the problem.
- We engage them in making choices about how the matter may be resolved.
- We try to ensure that they feel safe.
- We discuss strategies for being safe and staying safe.
- We ask them to report immediately any further incidents.
- We affirm that bullying will be stopped and that our school will persist with intervention until it does.
- We will involve their friends / older pupils in peer support / the buddy system/ mediation

We adopt the following strategies as appropriate:
- We interview the pupil (or pupils) involved in bullying separately.
- We listen to their version of events.
- We talk to anyone else who may have witnessed the bullying.
- We reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We seek a commitment to this end.
- We adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We consider sanctions under our school's Behaviour Policy.
- We advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We ensure that those involved know that we have done so.
- We contact the parents of the pupils involved at an early stage.
- We keep records of incidents that we become aware of and how we responded to them.
- We regularly follow up after incidents to check that the bullying has not started again.
- We work with pupils who have been involved in bullying others to ascertain the support that they need.

WHEN TOUGHER MEASURES ARE NEEDED

If necessary, we will use the following sanctions in line with the school's Behaviour Policy.
- Removal from the group (within the class)
- Withdrawal of break and lunchtime privileges
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will consider suspension and / or permanent exclusion from school.

RESPONSIBILITIES

Everyone within school is expected to:
- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to:
- Report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents are expected to:
- Support our anti-bullying policy and procedures.
- Encourage their children to be positive members of the school community.

- Discuss with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Where pupils are from school, ensure measures are in place to prevent bullying taking place in school
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police.

The DfES says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

CONCERNS, COMPLAINTS…AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Head teacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office.
We would also be pleased to receive Compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of days of absence thought to arise as a consequence of bullying. We investigate patterns of absence to ensure that children are not taking days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

OWNERSHIP OF THIS POLICY

This policy has been agreed by staff and governors of the school.
The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.
The Headteacher is responsible for introducing and implementing this policy. However, all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.
Governors are given regular information on bullying within school.

Date; September 2024

Review Date; September 2026