

Title: Anti-Bullying Policy

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1. Introduction

At Buckingham Park Church of England Primary School it is important that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, built on a clear Christian foundation and rooted in Christian values. We aim to provide the highest quality all round education, for each and every child, in partnership with parents, within the context of a Christian community. In short, 'Excellence, through God who strengthens us'.

This policy is therefore designed to support the way in which all members of the school are included and supported. It aims to promote an environment where everyone feels happy, safe and secure.

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Buckingham Park Church of England Primary School, 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 free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. Anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

2. What is bullying?

We have adopted the following definition of bullying:

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

There are many definitions of bullying but they have three common factors:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves

What is Bullying?

Someone is trying to hurt you
It happens again and again
You can't stop it on your own

Bullying generally takes one of four forms:

Indirect	being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
Physical	pushing, kicking, hitting, punching, slapping or any form of violence
Verbal	name-calling, teasing, threats, sarcasm
Cyber	All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera and video facilities

3. Responding to bullying

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

As a school, we have a responsibility to respond promptly and effectively to issues of bullying.

4. Working with Parents

We encourage parents to let us know if they are concerned that their child may be being bullied.

Parents should speak to their child's class teacher in the first instance, but if they are concerned that the school is not helping their child, we encourage parents to make an appointment to see the headteacher or assistant headteacher.

A parent information leaflet, 'Bullying – What can we do?' is distributed to parents and is also available on the school website.

5. Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- Pupils and parents are assured that they will be supported when bullying is reported
- Bullying is not tolerated in any form

6. Implementation

As a school we will:

- Encourage victims and witnesses to speak up
- Treat incidents seriously however trivial they seem at first glance
- Be alert for changes in behaviour, attitude and well-being
- Listen to parental concerns and follow up any repeated incidents
- Deal with each incident individually and to address the needs of each pupil separately
- Investigate all incidents promptly and thoroughly
- Ensure that those suspected of bullying and victims are interviewed separately
- Obtain witness information
- Keep a written record of the incident, investigation and outcomes
- Inform staff about the incident

- Ensure that action is taken to prevent further incidents. Such action may include:
 - Imposition of sanctions (see Behaviour policy)
 - Obtaining an apology
 - Informing parent(s)
 - Provide support to pupils involved
 - Opportunities for 'restoration of justice' to take place
 - Establishing enhanced monitoring methods
- Liaise with, and support, parents where bullying or cyber-bullying has taken place outside of school, as far as is reasonably possible
- Avoid describing any pupil as 'a bully', but making it clear to any perpetrator the bullying behaviours which need to stop

7. Awareness and Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Developing, agreeing, discussing and displaying an 'Anti-Bullying Charter' throughout the school
- Reinforcing our school values at every opportunity
- Incorporating bullying awareness and anti-bullying strategies into the PHSE curriculum
- Reinforcing the anti-bullying message through Worship Time, Reflect, curriculum and special events or weeks
- Having regular discussions about bullying and why it matters
- E-safety is part of the taught computing curriculum and parents are offered information sessions on this subject

The school works hard to ensure that all pupils know the difference between bullying and simply 'falling out'. Friendship fallouts occur at times and occasionally there will be conflict between pupils. Bullying occurs where there is an imbalance of power.

8. Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- doesn't want to go on the school
- becomes withdrawn anxious, or lacking in confidence
- begins to suffer academically
- has a change in behaviour, for example becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is unable to sleep

It is very important to note that these signs and behaviours could indicate a good number of other problems, or a developmental issue. Where one or more of these factors are present it does not necessarily suggest that bullying is a factor, but it is important that we are aware of the issue.

9. Monitoring the policy

The Governing Body and Senior Leadership Team will monitor the policy through regular updates at Governing Body meetings. The policy will be reviewed on a 3 year rolling basis.