



## Anti-Bullying Policy

### Introduction

At Brookwood School:

- We seek to promote a positive ethos and climate in the school which encourages good behaviour and fosters positive attitudes of respect, honesty, fairness and social inclusion
- We promote equality in all its forms and are committed to improving outcomes for all children
- We are committed to eliminating all forms of discrimination, harassment and bullying
- We believe in creating an environment where all feel physically safe and free of insult, teasing and derogatory language
- We promote the welfare of all children and good relations across the school community where everyone feels valued, safe and secure

### Aims

The aim of this policy is to ensure that all staff at Brookwood Primary School are consistent in their setting of high expectations for all members of the school. By promoting a positive, purposeful atmosphere, we encourage good behaviour.

Through the operation of this policy we aim to:

- Maintain and promote a positive culture of kindness and consideration among all pupils and staff throughout the school
- Deter bullying behaviour, detect it when it occurs and deal with it effectively
- Bullying behaviour is always unacceptable and will not be tolerated because
  - It is harmful to the person who is bullied and to those who engage in bullying behaviour
  - It interferes with a pupil's right to enjoy his/her learning and leisure time free from intimidation
  - It is contrary to all our aims and values at Brookwood Primary School

### For pupils who experience bullying, we ensure that:

- They are heard
- They know how to report bullying and get help
- They are confident in the school's ability to deal with bullying, and feel happy and comfortable with any plans that are put in place
- Steps are taken to help them feel safe again ☒
- They are helped to rebuild confidence and resilience ☒
- They know how they can get support from others.

### **For pupils who engage in bullying behaviour, we ensure that:**

- We hold them to account for their behaviour and help them to face up to the harm they have caused
- They learn to behave in ways which do not cause harm in future, because we have supported them to develop their emotional skills and knowledge
- They will learn how they can take steps to repair the harm they have caused.
- They will have any safeguarding issues, around their circumstances, addressed
- We are aware of other circumstances and situations that may be influencing the child's behaviour

### **As a school, we ensure that:**

- Everyone is clear about the anti-bullying stance the school takes
- Occurrences are recorded and audited and anti-bullying work is monitored
- Pupils are clear about the roles they can take in preventing bullying, including the role of bystanders
- The school promotes a climate where bullying and violence are not tolerated and do not flourish
- Curriculum opportunities are used to address bullying
- Peer support systems are in place to prevent and respond to bullying
- The school has addressed site issues and promotes safe play areas
- Staff model positive relationships
- The school works in partnership with parents, other schools, and with Children's Service and community partners to promote safe communities.
- Inclusive values are promoted and underpin behaviours and school ethos

### **For parents, we ensure that:**

- They are clear that the school does not tolerate bullying
- They know how to report and get help if they are concerned that their child is being bullied or does not feel safe to learn, and are clear about the complaints procedure
- They have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary and that the school systems will deal with the bullying in a way which protects their child
- They are clear about ways in which they can complement the school on the anti-bullying policy or procedures.

### **What is Bullying?**

The Department for Education definition of bullying from 'Preventing and Tackling Bullying' (Oct 2014) is:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences."

**The Anti-Bullying Alliance (ABA)** defines bullying as "the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace." (ABA 2014)

At Brookwood, children were asked this question and the school has adopted the following collaborative definition of bullying which is our shared understanding:

- Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people.
- It is repeated over a period of time and it is very difficult for the victims to defend themselves.
- Bullying is mean and results in worry, fear, pain and distress to the victim/s.

### **How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?**

It is important to understand that bullying is not the odd occasion of falling out with friends, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done intentionally **Several Times On Purpose (STOP)**. It is bullying if there is a deliberate intention to hurt or humiliate. It is bullying if there is a power imbalance that makes it hard for the victim to defend themselves. It is usually persistent.

Friendship fall outs are seen as accidental, occasional, with no power imbalance or hierarchy and where those involved show remorse and want to resolve the situation. This is different to isolating or excluding children from groups which could be classed as bullying if it fits the other criteria too. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is usually not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or occasional name calling or pranks. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### **Bullying can be:**

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliating, intimidating, controlling
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone, gossiping, mocking, taunting
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Online/cyber – sending inappropriate text messaging and e mailing; sending or demanding offensive or degrading imagery by mobile technologies or via the internet (Youth Produced Sexual Imagery); offensive or prejudice comments/posts on social media
- Relating to race, religion or culture - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexist or sexual - unwanted physical contact or sexually abusive or sexist comments
- Relating to sexual or gender orientation - because of/or focusing on the issue of sexuality
- Relating to appearance or health
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

## **How we deal with bullying**

We want our children to feel:

- they will be listened to in confidence
- that they will be taken seriously
- that their feelings matter
- that they are not to blame - their self-esteem needs strengthening
- that something will be done about it.

All incidents of bullying are taken seriously. The following procedure will be followed when dealing with incidents:

- If bullying is suspected or reported, the member of staff will deal with it immediately.
- A clear account of the incident will be reported to a senior member of staff who will talk with or interview all concerned.
- A written record of the incident will be made – a copy or copies given to class teachers of all concerned and a copy retained in an incident file for monitoring purposes.
- Parents/ carers will be informed.
- Sanctions will be used as appropriate and in line with the Behaviour Policy.

For the child who is being bullied we:

- reassure them that they have done the right thing to report the incidents
- offer concrete advice and help i.e. strategies for dealing with bullies
- avoid being over protective
- set up immediate line of contact with the headteacher.

For the bully, we:

- look objectively at their behaviour
- encourage him / her to see the victim's point of view
- make it extremely clear that we disapprove and will not tolerate it at the school
- contact parents and request a meeting to discuss the problem and possible strategies to ensure that the behaviour does not continue.

Should all of the above strategies fail to bring about a change in a child's behaviour, we will not hesitate to apply a consequence for the behaviour which may result in them being excluded from the school.

## **How Parents can help**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. In the first instance, you should approach your child's teacher, our Family Outreach Worker or the headteacher or deputy. Your complaint will be taken seriously and appropriate action will follow.

- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately

### **Promoting Anti-Bullying and Bullying Awareness and Education**

Within the curriculum, the school raises awareness of the nature of bullying through inclusion in PSHCE sessions, assemblies and in other subject areas as the opportunity arises. Children are encouraged to share their concerns directly with adults. We have a Pastoral Support HLTA and a Family Outreach Worker, both of whom are trained to work with children on their emotional wellbeing.

#### *What can children do if they are being bullied?*

Wherever children are in school, they have the right to feel safe. Nobody has the right to make anyone feel unhappy. If someone is bullying them, it is important to remember that it is not their fault and there are people who can help them. The following strategies are taught to our children:

#### ***Don't Fight - Make it Right***

- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group; bullies usually pick on individuals.
- Get away as quickly as you can and find help.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and give it to a member of staff (or ask a friend to give it to a member of staff)
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep on speaking out until someone listens and helps you.
- Try not to let the bully know that he/she is making you feel upset.
- Keep a diary of what's been happening and refer to it when you tell someone.
- Never be afraid to do something about it, and quick!
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Remember that you can call ChildLine.

What can you do if you see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways children can help without putting themselves in danger.

These strategies are taught to our children:

***Don't Fight - Make it Right***

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to a member of staff.
- Call a helpline for some advice.

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