



**Title: Anti-Bullying Policy**

**Date Established: November 2022**

**Status: Non-Statutory**

**Reviewed By: School**

**Reviewed: July 2024\***

**Date for Review: October 2024**

**\*This policy remains under review and will be re-published in October 2024**

**The School Anti Bullying Policy at Blackbrook Community Primary School is underpinned by the following area of Children's Rights.**

**Article 36: Every child has the right to be protected from poor treatment of any kind**

This policy has been written with reference to the Equality Act 2010.

Blackbrook Community Primary School promotes values which reject bullying behaviour and promote co-operative behaviour.

This policy should be read alongside our policies on School Improvement, Equality and Diversity, Teaching and Learning, Special Educational Needs and Behaviour and Safeguarding

### **Policy Aims**

Blackbrook Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

### **What is bullying?**

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Blackbrook Primary School, our definition of bullying is:

*“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”*

### **Why is it important to respond to bullying?**

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils’ wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

## **Types of bullying behaviour**

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g
- photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

## **Preventing Bullying**

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Using assemblies and PSHE to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school to develop pupil wellbeing systems such as our wellbeing mentors
- Secure the safety of the target of bullying Take actions to stop the bullying from happening again
- Promote a restorative justice approach to instance of bullying.
- Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lesson.
- Focussed work with individuals and groups of pupils where required to support
- understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant).

## **Reporting bullying**

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Wellbeing Mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to class teachers.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

On a regular basis, we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through learning review weeks, PASS surveys and pupil reports.

## **Responding to Bullying**

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with by the member of staff informed, and then discussed with the head teacher or member of the senior leadership team.

A clear account of the incident will be recorded on CPOMs so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

## **Procedures for parents:**

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the head teacher or a senior leader.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Head teacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil. The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.