



Great Bedwyn C. E. Primary School

ANTI-BULLYING POLICY

This policy was adopted by the Governing Body: 26th November 2019

Date to be reviewed: September 2020

Review Body: Full Governing Body

Pending Ratification by LGB November 2019

**"Every Child is an individual"
and
"Every Situation is different"**

INTRODUCTION

Everyone has the right to learn and work in an environment free from harassment or discrimination and where they feel safe. At Great Bedwyn C.E. Primary School, the governing body recognises that the stresses placed on those that are bullied can have a detrimental effect on them achieving their best. This can have far reaching effects on their emotional health, well-being, attendance, educational successes and subsequent life chances. Great Bedwyn C.E. Primary School aims to work with staff, pupils and parents to create an inclusive school community where bullying is not tolerated.

Purpose

Our anti-bullying policy aims to protect and include everyone who studies and works in our school, including pupils and staff.
It acts on two levels.

Firstly it is preventative

- Creating and supporting a culture of safety, care, good behavior and respect
- Raising awareness of bullying throughout the school community
- Publicly acknowledging that our school considers bullying to be unacceptable

At Great Bedwyn School, we have a whole-school approach to developing pupils' social and emotional skills; rewards and celebration strategies for good social skills; peer support; activities during anti-bullying week; developing class rules; developing a child friendly anti-bullying charter; individual support and/or small-group work for pupils related to social and emotional skills and learning about online safety and cyber bullying through the computing curriculum.

Secondly, we provide interventions to quickly respond to incidents of bullying when they occur.

These responses may include

- Support for pupils who have been bullied
- Disciplinary measures for pupils who bully
- Support for pupils engaging in bullying, to address their behavior

Disciplinary measures will be applied fairly, consistently and reasonably, taking into account the needs of pupils and in line with the school behaviour policy.

We are a “Telling School”. This means that even if the individual who is being bullied is too afraid to report it, any bystanders/witnesses have a responsibility to inform the appropriate member of staff about what is going on. At Great Bedwyn School we understand that watching and doing nothing when bullying is taking place looks like you are on the side of the bully. Those reporting such incidents will be reassured that they will not be accused of telling tales, they will be listened to and the matter will be properly investigated. This approach acts as a strong deterrent as the bully knows he or she won’t get away with it.

Adults can feel that they too are being bullied and Great Bedwyn C.E. Primary School takes this just as seriously as when a child reports an incident. Where appropriate, individuals should refer to the School’s whistle blowing policy.

The aims of any anti-bullying intervention is to safeguard and support the victim, instil discipline and modify the behaviour of the bully with a view to prevent, de-escalate and stop further incidents of harmful behaviour. Further, we must make clear to every other child that bullying is unacceptable and learn lessons from the experience that can be applied in future.

DEFINITION

. The Department for Education (‘Preventing and tackling bullying: advise for headteachers, staff and governing bodies 2013) defines bullying as:

“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 or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences”.

TYPES OF BULLYING

- Physical - pushing, kicking, hitting, pinching, any form of violence, threats.
- Verbal - name calling, sarcasm, spreading rumours, persistent teasing.
- Emotional – unfriendly, tormenting (eg hiding books), threatening ridicule and gestures, humiliation, exclusion from groups or activities.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact, abusive comments.
- Homophobic – focusing on the issue of sexual life
- Cyber – all areas of the internet (eg email and internet chat room abuse), mobile phone threats by text messaging and calls, misuse of associated technology (eg camera and video facilities)

PROCEDURES

Action must be taken immediately a member of staff becomes aware of a bullying incident. Whilst always remembering every incident is different, all bullying problems will be taken seriously, and investigated fully.

If the incident is not too serious, a 'problem solving' approach will be adopted. The adult will try to remain neutral and deliberately avoid direct closed questions which might be perceived as accusatory or interrogational in style. The discussion will be focused on finding a solution and stopping any further problems. The class teacher will be informed. Refer to Whole School Behaviour Policy for further details.

Where bullying behaviour persists, the following action will take place:

- Report incidents to Head teacher or Deputy Head teacher
- The Head teacher or Deputy Head teacher will seek to establish facts to build an accurate picture, speaking to all involved, including adult and child witnesses
- A restorative approach will be taken with an apology given, verbally and/or written
- The parents of both parties will be informed and invited to attend a meeting with the Head teacher
- Meetings with parents will include specific goals; they could be asked to attend meetings to discuss the problems with appropriate agencies, including the Local Authority and Police, if necessary.
- Written records, using the central logging form, will be kept of the incident, investigation and outcomes (in locked filing cabinet). (See Appendix A)

In all cases, the situation will be monitored and careful records kept. This may help to identify patterns. Such records will include detail on:

- Who was involved?
- Where and when did it happen?
- What action was taken?
- How was it followed up?

Responsibility, depending on severity/nature, will be taken by:

- a. Class Teacher
- b. SEN Subject Leader
- c. Deputy head teacher
- d. Head teacher
- e. Governors

Adult Mentor support will be provided for the bully and the bullied.

OUTCOMES

The charity Kidscape recommends that the Anti- Bullying Policy should state that in very serious bullying cases the school reserves the right to suspend or expel a pupil who has been involved in a very serious incident/s of bullying another pupil/member of staff.

We aim to ensure that sanctions are applied fairly, proportionately, consistently and reasonably, taking account of any special needs or disabilities that pupils may have and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEN is no more acceptable than bullying by other children and it should be made clear that their actions are wrong and appropriate actions are imposed. However, for a sanction to be reasonable and lawful, schools must take account of the nature of the child's disability or SEN and the extent to which the child understands and is in control of what she/he is doing. (DCSF 2007 – Safe to Learn: Embedding anti-bullying work in schools)

This Policy should be read in conjunction with Great Bedwyn C.E Primary School's:

- Child Protection Policy
- Complaints Policy
- Online Safety Policy
- Equality Policy
- Whole School Behaviour Policy

Appendix A – Central logging form

Appendix B – Useful sources of information

APPENDIX A



Great Bedwyn School Logging form for Bullying or Harassment

Incidents

Reported by:					
Name and year group of the pupil/s who have been bullied:					
Name and year group of the pupil/s who have bullied:					
Date of incident/s					
Time of incident/s					
Indicate type of incident/s – please tick one or more boxes					
Verbal abuse		Isolation (including being ignored or left out)		Physical abuse	
Having personal possessions taken / causing damage to personal property		Cyber bullying (including text messages, emails, social networking sites...)		Being forced to hand over money	
Being forced into something against their will		Spreading rumours / nasty notes		Other (please specify)	
Brief description of incident/s					
Advice given / action suggested by person who logged this complaint					
Have the parents / carers of the pupil/s who were bullied been informed?					
Date:					
Have the parents / carers of the pupil/s who have bullied been informed?					
Date:					

APPENDIX B

Sources of Information and Support for Children and Young People and Their Parents / Carers

ask	Helpline: 08457 585072 or email: info@askwiltshire.org (a Wiltshire based charity who support parents/carers). http://www.askwiltshire.org/info-centre
Childline	Helpline: 0800 1111 (open 24 hours a day – aimed at children who are experiencing bullying problems) For children who are deaf or hard of hearing textphone service: 0800 400222 www.childline.org.uk
Kidscape	Helpline: 020 7730 3300 (aimed at parents, guardians or concerned relatives or friends of bullied children) http://www.kidscape.org.uk/