Brownhall Primary

ANTI-BULLYING POLICY**Aims**

* To create an ethos where staff and children can learn, achieve and attain success in a safe, supportive environment, in a climate of mutual trust and respect.

**Objectives**

* To prevent bullying - approaches to the prevention of bullying include encouraging respect for others, ensuring adequate supervision of pupils’ and raising pupils/staff awareness of the causes and effects of bullying.
* To deal with bullying - teachers have a responsibility to deal with bullying as soon as it is reported. Staff responses should follow a clear set of procedures, involving management if appropriate.

**Our Definition of Bullying:***‘Bullying is unwanted, hurtful, repeated behaviour that involves an imbalance of power.’*

* The behaviour is often aggressive.
* The behaviour is usually repeated or has the potential to be repeated over time.
* The imbalance of power can be real or perceived.
* The hurt can be physical or emotional.

**Rights & Responsibilities**

* Everyone in the school community has a right not to be bullied and a responsibility not to bully.
* Children, Young People or Adults who know of bullying have a responsibility to report this.
* It is the responsibility of all to adhere to the school anti-bullying policy if they suspect that someone is being bullied.
* If bullying is reported it is the victim’s right for this to be taken seriously and for School & Authority policy to be followed.
* If bullying is reported it is the perpetrators right for it to be dealt with diligently, consistently and in line with the school and authority policy on such matters.

**Action to be taken** Bullying suspected, witnessed or reported -

* Inform member of staff
* Staff to pass on to member of Teaching staff (if not already a Teacher)
* Teacher makes a professional judgement based on facts/evidence presented — *Does the allegation match our agreed definition of bullying?*
* If No, proceed as detailed under *Alleged Inappropriate Behaviour*
* If Yes, proceed as detailed under *Alleged Bullying Behaviour*

**Procedure for Alleged Inappropriate Behaviour**

* Discussions with victim(s) & perpetrator(s)
* Written statements (where appropriate)
* Discussions & statements from witnesses (where appropriate)
* Agree any necessary support &/or sanctions Log details of incident
* Report back to the person(s) raising the allegation of bullying.

**Procedure for Alleged Bullying Behaviour**

* Log & inform SMT
* SMT log allegation on pupil records (SEEMIS)
* SMT organise investigation of allegation
* Parents contacted and notified of allegation
* Reassurance given
* Discussions held with relevant parties
* Opportunity for relevant parties to provide written account (if appropriate)
* Independent witnesses spoken to (if appropriate)
* Victim supported by a named member of staff
* Victim monitored by staff SMT to update pupil records with outcome

**Proven Bullying Procedure (Victim)**

* Discussion with parent & victim
* On-going monitoring by staff
* Possible onward referral to other agencies for support

**Proven Bullying Procedure (Perpetrator)**

* Discussion with parent & perpetrator Agreed sanctions
* On-going monitoring by staff

**Unproven Bullying** Sometimes, despite an investigation, an allegation of bullying can remain unproven. in such circumstances, the follow procedure must be followed.

* Support for victim — same as proven bullying
* Agreed sanctions for alleged perpetrator (if/as appropriate)
* On-going monitoring of alleged perpetrator by staff.

**Sanctions for inappropriate behaviour and bullying**

Sanctions will depend on the age and stage of the victim, the nature of the incident and the frequency of incidents. A first incident of inappropriate behaviour is different to on-going bullying or repeated bullying behaviour. There has to be a degree of professional judgement and professional agreement when imposing sanctions.

* Amber letter
* Red letter
* Change of seating in class
* Written exercise
* Apology picture/ letter
* Paying for something that has been lost/broken
* Community service (helping around the school eg sweeping up in dining hall)
* Missing out — class event
* Missing out — school event
* Missing out — class excursion
* Missing out — residential experience
* Removal of responsibility (e.g. House Captain, Buddy…)
* Formal Exclusion

**Types of Bullying**

The following table provides a summary of forms of school bullying.

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| --- | --- | --- |
| **Types of Bullying** | **Direct bullying carried out by the bully** | **Indirect bullying - can be carried out by another on behalf of the main bully** |
| Physical | * hitting * kicking * spitting | * getting another person to assault someone |
| Relational | * threatening & obscene gestures * discriminating | * removing and hiding belongings * deliberate exclusion from a group or activity |
| Verbal | * verbal insults * name calling * using ICT and mobile phones, (particularly if either can generate pictures) * discriminating | * persuading another person to insult  someone * spreading malicious rumours |