



Policy Statement

At Buxworth Primary School, we aim to provide a safe, caring and friendly environment for all our pupils. We endeavour to equip pupils with skills that allow them to learn effectively, improve their life chances and achieve their full potential. We expect pupils to feel safe in and out of school, and have an understanding of issues relating to safety, including how to tackle bullying.

Policy Development

This policy was formulated in consultation with the staff, governors and other stakeholders with input from the children through anti-bullying work and discussions with the school council. The policy is available on the school website for interested parties to view and in the staff-induction file for all members of staff or regular volunteers.

Roles and Responsibilities

The **Head Teacher** has overall accountability for this policy and its implementation as well as responsibility for liaising with the governing body, parents/carers, LA and outside agencies. The Head Teacher will also be responsible for the overall managing, reporting and recording of bullying incidents and for the appointment of an Anti-bullying Coordinator.

The Head Teacher has appointed *Mrs Downings* as the **Anti-bullying Coordinator** in our school.

The **Anti-bullying Coordinator** has responsibility for:

- the development and review of this policy with the involvement of relevant stakeholders and relevant agencies.
- implementation of the policy.
- monitoring and assessing effectiveness in practice.
- ensuring evaluation takes place and that this informs policy review.
- assessing and coordinating training and support for staff and parents/carers where appropriate.
- arranging relevant training for pupils (i.e. the playground buddy scheme, FAB groups).
- coordinating strategies for preventing bullying behaviour.

Teaching staff have responsibility for investigating behaviour incidents in order to identify and log bullying.

All Staff (class teachers, midday supervisors, teaching assistants, office staff, support staff, volunteers, and students) have responsibility for using this Anti-Bullying Policy in conjunction with the Behaviour Policy to ensure consistent implementation throughout the school, to enable all our children to learn in a positive atmosphere of mutual trust.



The Role of the School

The school will promote anti-bullying strategies through assemblies, circle time and other appropriate lessons to explore issues such as the causes of bullying, the effects of being bullied, displaying bullying behaviour, and how to stop bullying. Pupils will be given advice on what to do if they are being bullied or if they observe someone being bullied.

The school endeavours to create an environment in which bullying is not able to develop. A safe environment is created in the playground by careful and appropriate adult supervision. Incidents are reported to all staff (teaching, non-teaching and a mid-day supervisor) so that adults are aware of any incidents that have occurred.

As part of our on-going commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- Restorative Approaches
- Involvement in SEAL including Anti-bullying Unit
- Involvement in Healthy Schools
- Anti-Bullying week annually in November
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Regular and effective use of the school council
- Parent information events/information
- Staff training and development for all staff

We have also developed strategies to encourage the children to be responsible for promoting positive behaviour:

- Circle of friends
- 'I' messages e.g. I don't like it when...
- Peer mentoring groups – FAB (friends against bullying), Playground buddies
- Good news box

The Role of Parents

If a parent is concerned that their child is being bullied or has concerns over other children who might be being bullied, or children who are showing bullying behaviour, it is important that this is raised with the Head Teacher or a relevant member of staff as soon as possible.

Additionally parents have responsibility to:

- stress to their child the importance of sociable behaviour.
- support the home-school agreement.
- actively support and promote the policy on combating bullying.

The Role of the Child

Children are expected to:

- tell a teacher or adult if they feel something that happened to them or another child was not right.
- tell the people behaving in an unacceptable way to stop.
- if it continues, not give up. Keep telling the adult and tell someone else.
- never retaliate.



- be kind to other children in the school.
- ask someone who is upset what has happening, stand up for them, and tell the teacher either with or without them.
- listen to adults when they encourage sensible and safe play.

Definition of bullying

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.

At Buxworth, we use the STOP (Several Times On Purpose) procedure to help children understand the definition, though children are also encouraged to report one-off incidents where upset has been caused.

The School Council have prepared a definition (February 2015) in consultation with the rest of the school:

Bullying is when someone continuously behaves in a hurtful way to another person or a group of people. It can be verbal (name calling, using bad language) or physical behaviour (being violent).

We treat any behaviour which hurts, targets, threatens, frightens, causes distress, or humiliates as acts of potential bullying.*

This differs from teasing/falling out between friends or other types of aggressive behaviour because

- there is a deliberate intention to target, hurt, threaten or humiliate.
- there is a power imbalance that makes it hard for the person being bullied to defend themselves.
- it is usually persistent and may cause anxiety, stress, humiliation and damage to self-esteem.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent - if it fulfils other descriptions of bullying (see* above). This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the person being bullied might be in danger then intervention is urgently required.

Bullying can take place between young people, staff, other adults and involve individuals or groups.

Cyber Bullying

Members of staff are aware that bullying can be carried out through cyberspace. Children will be encouraged to tell someone if they are being bullied in this way. Guidance is also given in computing lessons where children are taught about Internet safety, and through events such as the Safer Internet Day.



Reporting and Responding to Bullying

Our school has developed a clear system for reporting bullying for the whole school community (including staff, parents/carers, children and young people, volunteers, students); this includes those who are being bullied or have witnessed bullying behaviour (bystanders).

Procedure:

1. Issues raised by an adult or child are investigated appropriately by the class teacher (or Head Teacher/Anti-Bullying Coordinator if class teacher is absent.) These may occur on the school premises or out of school.
2. The use of this policy, together with the Behaviour Policy, is then used to decide what action, if any, needs to be taken.
3. If the class teacher has further concerns, they will be discussed with the Head Teacher. A log is kept of the conversation from this point.
4. The child's account will be listened to and the pupil reassured that s/he has done the right thing by reporting the situation. People who are bullied often feel powerless and vulnerable. They may end up believing that they deserve to be bullied. Everything will be done to re-establish their self-esteem and self-confidence.
5. Other children involved will be spoken to and they need to be aware of the consequences of their behaviour.
6. On some occasions it may be possible to sit the children together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably, by the person who has shown bullying behaviour apologising/making amends, and/or a compromise reached.
7. On other occasions the child will be told firmly to stop his/her anti-social behaviour immediately and to stay away from the person being bullied.
8. In all cases, and in line with a restorative approach, the child who has shown bullying behaviour should apologise.
9. The parents/carers of both parties will be informed of the situation. If appropriate, they will be invited into the school to discuss the matter. Parents/carers will be kept informed of progress in the situation through a regular update.
10. Follow up meetings with the children will be arranged to find out whether the solution has been effective or not, and the situation should be monitored.
11. Serious or prolonged bullying will result in further sanctions. (See Behaviour Policy)
12. The steps taken above are each recorded in the school's Anti-Bullying log which will be a hard-backed bound book.
13. Each incident will be reviewed by the Head Teacher, with the Anti-Bullying Coordinator, one month after actions have been taken to monitor and assess the effectiveness of the practice.

Advice from outside agencies may be sought.



Equal Opportunities

The teaching of Anti-Bullying in our school takes consideration of our Equal Opportunities policy and inclusion. We recognise children as individuals and base our teaching upon our knowledge of their specific needs. A range of teaching methods and resources allow children with a wide range of abilities to achieve their full potential. The use of multi-cultural resources is promoted and teachers are aware of gender issues surrounding bullying.

Monitoring and Review

The policy will be monitored by the Head Teacher, Governor Responsible and the Anti-Bullying Coordinator for the Governing Body.
Reports on bullying incidences will be made at each Full Governing Body Meeting and will be a regular item on the agenda for the School Council to discuss.
This policy will take effect immediately and will be reviewed every two years.

Date approved by Governors: _____

Signature of Chair of Governors: _____

Date for next review: _____