



Anti-Bullying Policy November 2023

(Currently under review)

Statement of Intent

At Brocklewood we are committed to ensure our school is a happy and safe environment for all children and adults. We strive to provide an environment where children can communicate, learn and play in a secure atmosphere so that they can grow and achieve their full potential.

Values

At Brocklewood we “imagine, believe, achieve”. We are ambitious and encourage our children to dream big and have confidence in themselves. We are preparing our pupils to be 21st Century citizens who contribute positively to local, national and global communities.

The Brocklewood way is: **Be Ready, Be Respectful, Be Safe.**

Our Learning Behaviours:

- Respect
- Resilience
- Confidence
- Responsibility
- Empathy

We use a restorative approach to resolving conflicts.

Bullying is unacceptable in our school and we want to ensure children will receive a consistent message that bullying is not tolerated. If bullying or bullying behaviours occur all children and adults have the right to report it without fear and to know it will be dealt effectively and quickly, to ensure minimum damage to those affected.

At Brocklewood, we all have a duty to report an act of bullying, as everyone has a duty of care and responsibility to their fellow peers. Children can do this through our ‘Senior Students’, through staff members or through talking to an adult at home.

How can I talk to a member of staff?

- Use bubble time
- Pop into pastoral (Ms Brown, Mrs Wright, Ms Sandhu) or ask for an appointment with pastoral
- Ask your adult at home to message an adult at school on Class Dojo
- Ask to speak to Miss Bell
- Ask to speak to Jo or Sarah (school counsellors)
- Talk to any member of staff (teacher, TAs, middays, Mrs Tarrant, Ms Overton, Mrs Dell, Mrs Jeffs)
- Ask a friend to help you talk to an adult

Purpose

It is important that as a whole school community we have a shared understanding and agree to what bullying, in order to prevent it from happening. We need to educate children in spotting behaviours and feelings that are bullying, but also those that aren't.

There is no legal definition of bullying.

However, it is usually defined as behaviour that is:

- Repeated
- Intended to hurt someone either verbally, physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- Physical- kicking, hitting, pushing, taking away belonging
- Verbal-teasing, making threats, name calling, mocking, making offensive comments
- Cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
- Emotional - isolating an individual or spreading rumours about them;

What behaviour is not bullying?

Incidents happen often between children, which cannot be deemed as bullying. Such incidents will follow our behaviour policy using our Brocklewood Way (Be Ready, Be Respectful, Be Safe) and our restorative approach. Children will be encouraged to settle any disagreements through discussions and restore the mutual respect. Anti-Bullying is embedded throughout our curriculum in PSHE, RSE, weekly circle times and assemblies, to ensure all children have a shared understand of what bullying is.

We feel it is important for children know what bullying isn't so that they are able to keep themselves happy and safe and to understand what can be resolved within a peer to peer situation or when an adult needs to intervene.

Bullying is not:

- Occasional loss of temper
- Hurting by accident
- Falling out with friends
- Minor disagreements
- Choosing not to be someone's friend

Above all, we will define bullying by how a person who is being bullied feels, rather than the behaviours of the alleged bully. Both parties will receive the care and guidance of the whole school community to resolve the issue and to ensure it will not happen again. This may include peer to peer support, drop-ins from the pastoral team, Brocklewood mentor or learning mentor and bubble time. We want everyone to feel secure and valued in our school.

Role of staff

All adults are committed to preventing and tackling bullying to ensure our school is happy and safe. We will endeavour to make sure all incidents are dealt with fairly and consistently, no matter the member of staff who deals with it.

In any incident of bullying we will;

- Gather as much information as possible.
- Report incident to class teacher, then to head teacher.
- Ensure an investigation begins on the day on which the incident was reported.
- Record information gathered correctly, making careful notes in each stage of the investigation.
- Log incident onto Scholar Pack to ensure all adults involved are aware of the incident and response.
- Contact parents of each party to help support the matter.
- Contact wider support systems if needed e.g. pastoral team, Brocklewood Mentor.
- Explain consequences to all involved.
- Follow up meetings with the young person to ensure the bullying is resolved.

We are committed to ensuring every response is consistent and united, so that parents and children understand the gravity of the incident. However, with such a positive and welcoming school community we will help to change the bullying behaviour quickly. This may be through mentoring programmes, implementing strategies on the playground or class or reinforcing our restorative approach.

We will always respond quickly and praise and reassure the children. Using our consistent approach, we shall report the incident and create a network of support around them. We may also refer them to the pastoral team to build their confidence and have strategies to ensure they are happy and safe at school.

We are aware that there are a number of reasons why children may display bullying behaviour. For any children displaying bullying behaviour appropriate support will be put in place to support in the short and possibly longer term.

Vulnerable groups

We are aware that in our school community there a number of children who may be vulnerable to bullying because of a perceived difference by other members of the school community. These differences could be for a number of reasons: colour of skin, learning difficulties, disability, EAL or communication difficulties, social circumstances and gender. These children who form this vulnerable group are identified by close communication between all members of staff who will support these children.

Language to support identifying forms of bullying involving vulnerable groups

- Racist –bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexual -unwanted physical contact or makes sexually abusive comments.
- Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender

The role of governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The role of parents/carers

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request and termly in the Headteacher's report.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Brocklewood Primary School Parents' Bullying Guidance

What is bullying?

Behaviour by a person or group, usually repeated over time, that deliberately hurts another person or group either physically or emotionally.

Bullying includes:

name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours.

Bullying is not:

Occasional loss of temper, hurting by accident, falling out with friends, minor disagreements, choosing not to be someone's friend

What to do to help your child:

- A great deal of bullying is **CYBER-BULLYING**. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites.
- **TALK** to your child on a regular basis, so any problem is easier to share
- **LISTEN** to what they say
- **ENCOURAGE** your child to feel good about themselves, realising that we are all different and equally important
- Be mindful of changes in their attitude to school, frequent stomach aches, unusual outbursts of anger or other unusual behaviours.
- If you believe your child is being bullied, or is bullying, talk to other adults at home or at school. **DON'T STAY SILENT**
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- **TRY** to be co-operative with our school
- **ALWAYS** remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school
- **REMEMBER – IT IS NOT YOUR CHILD'S FAULT**
- Come into school and ask to speak to Mrs Tarrant, your child's teacher, Ms Brown or any other adult- once school knows about the problem we can try to solve it.

What will the school do?

- We will take it seriously and listen to your and your child's worries and fears
- We will take action to help stop the bullying
- We will keep you informed of what we have done.

Brocklewood Primary School Pupils' Bullying Guidance

What is bullying?

Behaviour by a person or group, usually repeated over time, that deliberately hurts another person or group either physically or emotionally.

Bullying includes:

name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours.

If you think you are being bullied or you see someone else being bullied:

- **TELL** someone you feel safe talking to

Who could you tell?

- Mrs Tarrant
- Jo
- Pastoral
- Mrs Young or Miss Bell
- Any teacher
- Midday supervisor
- Friend
- Parent
- Another member of your family
- Anyone else you feel safe talking to
- Telephone Childline: 08001111

What will the school do?

- We will take it seriously and listen to your worries and fears
- We will help to stop this happening to you.
- We will check that what we have done is helping you



RESPONDING TO A BULLYING INCIDENT



Member of staff becomes aware of the incident:

Challenge the behaviour. Tell the pupil that the incident will be referred to the Head or Deputy. Check the victim is okay.

Record incident on Scholar Pack and inform the Deputy Headteacher or Headteacher

HT or DHT to investigate with the **victim and perpetrator** and other witnesses who may have seen or heard the alleged incident.

Use restorative approaches to rebuild the relationship between the children concerned via a Restorative Conference.

Head or Deputy will decide if the incident is bullying or not (in consultation with relevant adults) and will add the incident to the bullying log if deemed to be bullying (all bullying reported by parents will be added, if bullying or not) and check whether the perpetrator is a repeat offender or not.

FIRST TIME

Education talk from Head or Deputy
Parents informed

REPEAT

SECOND: Package of support from Pastoral
THIRD: Parents invited into school for a meeting
FOURTH: Possible exclusion, PCSO visit, isolation
Parents informed

1 week later: appropriate adult (Mentor, pastoral) check in with victim and perpetrator. Has everything been okay?
Any further incidents?