



## St Breock Primary School Anti-bullying Policy Spring 2019



### 1 Introduction

*'Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance\*. The behaviour is repeated, or had the potential to be repeated\*\* over time.'* – this is in line with DfE definition.

**Power Imbalance** – Pupils who bully use their power such as physical strength, access to embarrassing information, or popularity to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

**Repeated over time** – Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying can include actions such as:

- physical (hitting or pushing);
- verbal (saying things about people);
- emotional (doing things to make people feel bad like leaving people out);
- prejudice related (because someone has a different skin colour, or background or is lesbian or gay or has a disability);
- sexual (touching someone in a way they don't like, or saying things),
- written (sending notes or graffiti);
- cyber (bullying that happens on the internet or on a mobile phone).

### 2 Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim to support both the subject of bullying and also the child who demonstrates bullying behavior themselves.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent and timely school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the prevention of bullying in our school.

### **3 The role of the Hub Council**

The Hub Council supports the leadership in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Hub Council 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 Hub Council monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Hub Councillors require the staff to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of school anti-bullying strategies.

The Hub Council responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Hub Councillors notify the leadership team and asks them to conduct an investigation into the case and to report back to a Hub Councillor.

### **4 The role of the Leadership Team**

It is the responsibility of the Leadership Team to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Leadership Team ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Leadership Team draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Leadership Team may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Leadership Team ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Leadership Team sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **5 The role of the teacher and all other members of staff**

Adults in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. This is kept in the tracking file and therefore is passed on to the next class teacher – (serious incident log).

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Leadership Team, the teacher informs the child's parents.

We keep a central serious incident logbook in the staff room where we record all incidents of bullying that occur outside lesson time, either at lunchtime, near the school or on the children's way home or to school. If any member of staff witnesses an act of bullying, they

should first inform the class teacher who will then inform the Leadership Team and finally the incident should be recorded in the logbook.

The purpose of the serious incident log book is to evidence serious incidents and the remedial action taken by members of staff at school. The log book also enables identification of and support for any children who might be vulnerable.

Incidents of a less serious nature at lunchtime are noted by the lunchtime supervisors and verbally communicated to the class teacher on the day of the incident at the end of the lunch break. This information is written in the class incident log book by the lunchtime supervisor. The class incident log book is kept with the tracking files for future reference.

Attention of the whole staff will be drawn to vulnerable children through the use of a whiteboard dedicated solely for this purpose situated in the staffroom.

Serious incidents brought to the attention of members of staff by parents will also be included in the logbook.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment and counselling for the child who has carried out the bullying. We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Leadership Team and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Leadership Team may contact external support agencies.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. We are proactive in our anti-bullying practices through our school promises and by:

- employing a generous number of lunchtime supervisors;
- encouraging children to discuss feelings and moral issues during Jigsaw sessions;
- our set of School Promises to which all staff refer regularly and which are referred to every week in our assemblies;
- empowering the children to develop a network of support for themselves as individuals, whilst encouraging independence.

## **6 The role of parents**

Parents 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 have a responsibility to support the school's zero tolerance on bullying, to actively encourage their child to be a positive member of the school and to talk to members of staff should they have any concerns.

Parents will be informed of any incident where their child is involved in bullying, depending on the gravity of the situation. Clearly matters will not be allowed to deteriorate if initial school handling of the matter has been ineffective.

Parents are not expected to take matters into their own hands and admonish children on the school site, either someone else's or their own. This needs to be addressed less publicly.

## **7 Monitoring and review**

This policy and the serious incidents logbook are monitored regularly by the Leadership Team.