



**Robert
Bakewell**
Primary School



Anti-Bullying Policy

Title: Anti Bullying Policy
Agreed at FGB: May 2021 (pending)
Review Date: May 2022

Anti-Bullying Policy

At our school we believe that all members of our school community have the right to come to school without fear and to feel valued, equal and respected. The aim of this anti-bullying policy is to ensure that all members of our school community feel safe in coming to school without fear of being bullied. We respect that tackling bullying in all its various forms is vital to achieve this.

Bullying can take place in school, it is anti-social behaviour that can affect everyone. Bullying has a serious effect on children's self-esteem, mental health and emotional well-being which in turn can prevent them from achieving their full potential in school.

No child should have to experience bullying of any kind, staff, children, parents and governors all have a responsibility in ensuring bullying is not only not tolerated but also prevented.

What is bullying?

The Anti-Bullying Alliance 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. It can happen face to face or online.

We know that children do sometimes have accidents or can be unkind to each other. We recognise that this is not ideal and but as one-off incidents these do not constitute bullying and will be dealt with using the steps set out in our school behaviour policy. If events of unkind behaviour continue and are repeated by a certain individual or group, this is bullying.

At Robert Bakewell we use the acronym **STOP, Several Times On Purpose** to help clarify that bullying is a repeated act aimed at a specific target or group of targets, that intentionally hurts that person or group. We know that there are different types of bullying behaviour including but not limited to:

- **Physical (hits, damage to belongings);**
- **Verbal (threats, insults, nasty teasing);**
- **Psychological (rumours, social exclusion);**
- **Cyber-Bullying (use of ICT via mobile phones/computer/ internet)**

Some forms of bullying target individuals or groups because of certain characteristics that come under the Equality Act 2010:

- **racial,**
- **religious,**
- **cultural,**
- **SEN and disabilities,**
- **appearance or health conditions,**
- **related to home circumstance,**
- **homophobic,**
- **biphobic (sexual orientation),**
- **sexual; transphobic (gender identity)**

At Robert Bakewell we not only take the bullying of our pupils seriously, we also recognise the importance of protecting our whole community from bullying, including our staff and parents.

Preventing Bullying

At Robert Bakewell we are an inclusive school, we value everyone in our school community and celebrate diversity. This is embedded into our school curriculum. We are a school that listens to children, we expect children to speak out if they hear or see something they know is not right. The children understand if that if they are being bullied or they know someone else is being bullied they must speak out. This is a key message that is promoted across school at every opportunity.

We prevent bullying by:

- Developing the social skills of the children, throughout all areas of the curriculum where appropriate but especially in PSHE and in our Routes to Resilience work.
- We encourage children to report bullying by telling an adult, at school or at home.
- We inform parents of the school's views on bullying, the definitions of bullying and how we as a school can work together with parents.
- We will consult with parents, staff, governors and pupils to review the school Anti-bullying policy.
- We will hold regular anti-bullying awareness events.

We want children to feel empowered when responding to bullying. Some things they can do are:

- Say "Stop! I don't like that."
- Ask the person to leave them alone
- Don't fight back, tell an adult
- Tell someone what is happening, if you feel uncomfortable talking to an adult in school on your own as a friend or member of the school council to come with you.
- If the bullying continues, keep telling someone.
- If you see someone being bullied ask them if they are alright and offer to help them to tell an adult.
- Tell an adult if you see or hear bullying happening.

All pupils, staff and parents share a responsibility to prevent bullying in our school.

Responding to Bullying

All staff should be looking out for signs of bullying and should take swift action. Staff should be careful to act sensitively and effectively against bullying in accordance with this policy. Parents should also be aware of the signs of bullying.

A child may show signs that they are being bullied, if a child shows several signs, it does not automatically mean that they are being bullied, there may be other reasons for their behaviour. Staff and parents should be mindful of these possible signs and investigate the causes.

Signs that a child may be a target of bullying

- Frightened to walk to or from school
- Wants to be driven to school
- Doesn't want to go to school
- Becomes withdrawn
- Develops anxiety
- Loses confidence
- Attempts or threatens to run away
- Often feels ill in the morning
- Begins to not do well in school
- Comes home with damaged or missing clothes or belongings
- Asks for money or loses money (to be used to pay bully)
- Has unexplained cuts, marks or bruises
- Begins to bully others
- Is frightened to say what is wrong
- Is nervous
- Is afraid to use the internet or mobile phone
- Stops eating
- Develops a stammer

School Procedures for dealing with alleged bullying

- Bullying is reported to school staff
- The incident is taken seriously
- The member of staff will promptly investigate the report sensitively and effectively by talking to those involved including witnesses
- Staff must log the incident using CPOMS (alert Miss K Hayden)
- Any bullying behaviour must be reported to Miss K Hayden
- Any bullying incident involving a protected characteristic must be reported to Mr Bishop and be logged
- When the investigation has taken place the parents of the perpetrator will be informed and if appropriate will be asked to meet to discuss the behaviour
- Relevant staff will be kept informed and if the bullying persists, incidents will be recorded using CPOMS and Mr Bishop will take further action.
- Mr Bishop will report the record of bullying to the Governing Body termly.

Outcome

The outcome of an investigation into bullying will be dependent on each situation. Each incident will be dealt with individually and so the outcome may vary with the age of the children, the nature and severity of the incident and the individual needs of the children taken into account. As an outline sanctions may include:

- Apologising to the target
- Apologising to the parents of the target
- Being on a behaviour report plan
- Staying inside at break and lunchtime
- Exclusion at lunchtime
- Temporary or permanent exclusions
- Withdrawal from a school activity (E.G. event or trip)
- Parents of the target will be advised to contact the police if a criminal offence has been committed

Support

Support will be offered to both the child/ren who have been bullied and those who have bullied as a way of preventing bullying from happening again. Staff will decide the most appropriate action to be taken based on individual needs, a support plan will be written with specific actions.

Pupils who have been bullied will be supported by:

- Having a the opportunity to discuss what happened, this is to be done promptly with an appropriate member of staff
- We will reassure them that the school will do what it can to keep them safe
- Work will be done to raise their self-confidence
- They will be encouraged to report any future incidents
- Discussions with the child and their parents to discuss ways of helping them to deal with the bullying

Pupils who have bullied will be supported by:

- Having a prompt discussion about the incident with an appropriate member of staff where they will establish what behaviour was inappropriate and why the child acted in this way. They will discuss what needs to change and how the school will support them.
- They will be told what will happen with repeated bullying incidents
- If appropriate they will arrange a follow up meeting
- The welfare team will be available and will proactively check in with the child/ren in the days following an incident.

Responsibilities

It is the responsibility of **all staff** at Robert Bakewell School to follow the procedures set out in this policy, to act swiftly, sensitively and effectively to any reported incidents of bullying. The information collected on any reported incidents will be used by the Senior Leadership Team to identify any patterns or areas of need.

Children are expected to report any incidents of bullying they witness or if they themselves are being bullied.

Parents can help the school by:

- Being aware of the aims of the school set out in this policy
- Encouraging their child/ren never to take part in any bullying
- Understanding that bullying is taken seriously and will not be tolerated
- Reporting any suspected bullying to a member of staff
- Cooperating with school to resolve bullying problems
- Being vigilant with their children's use of mobile phones, social networks and the internet in general

Monitoring and Review

This policy and its effectiveness are monitored by the head teacher and the senior leadership team in the following ways:

- Learning walks with a behaviour focus
- Behaviour records kept
- Parental questionnaire analysis consultation on effectiveness
- Analysis of records of bullying completed

All of this information collectedly is then used to help to further improve the way the school deals with bullying. The policy and its effectiveness will be reviewed every two years.

Monitoring and review

Policy written Summer 2021 and is monitored by the Governing Body and will be reviewed in 1 year or earlier if necessary.

Agreed & adopted by The Governing Body of Robert Bakewell Primary School

Signed.....

Chair of Governors

Date