Bell Farm Primary School

Anti-Bullying Policy

Our School Aims

We expect a high standard of personal behaviour in a secure values based rights-respecting school community that fosters co-operation, self-confidence, independence, tolerance and positive attitudes to learning.
This is achieved through high expectations for both individual children and groups of children, whilst promoting an environment in which every child feels secure, respected and able to make a valued contribution.

Developing effective anti bullying practice is essential because it promotes

- ✓ The rights of the individual and the responsibility of all
- ✓ Awareness of safeguarding responsibilities
- ✓ Individual wellbeing
- ✓ Positive behaviour and learning attitudes
- ✓ Good attendance
- ✓ A safe, secure and happy environment
- ✓ Good citizenship in our local and wider community

Objectives

For pupils who experience bullying
- To be heard and to know how to get help and support from others
- To be offered targeted support so they feel safe
- To be provided with opportunities and strategies to rebuild confidence and resilience
- To be provided with a range of strategies to avoid potential opportunities to be bullied

For pupils who engage in bullying behaviour
- For all children to take responsibility for what they say and do
- To be held to account both individually and collectively for their behaviour, through the assertive round of questions
- To learn how to behave in ways that do not hurt others, both physically and emotionally, by developing their awareness, skills and knowledge
- To learn that they can take steps to repair the harm they have caused and restore relationships

For the school
- To take bullying very seriously and record and review incidents of bullying
- To embrace anti-bullying within the Rights Respecting work of the school and appropriate curriculum opportunities
- To promote a climate in which that bullying and violence are not tolerated and cannot flourish
- To ensure staff model positive relationships through their dialogue and actions
- To make sure that all members of the school community are engaged in developing and reviewing anti-bullying work of the school. For example, the lunchtime Amber Alert
- To set up peer support systems to prevent and respond to bullying
- To enable all children to be clear about the role they can take to prevent bullying, including the role of bystanders
- To promote safe play areas
- To work in partnership with parents, associated professionals and community partners to promote safe school and local communities
- To be aware that young carers can be victims of bullying and to monitor these children closely
- To promote equality through the Equality Act 2010

- To support difference and diversity and promote British Values

For parents
- To understand that the school does not tolerate bullying
- To know how to report concerns and get help if their child is being bullied.
- To have confidence that the school will take any report of bullying seriously and investigate the concerns quickly.
- To work with the school by increasing the skills and knowledge of children who find themselves bullied. This will include knowledge of the school procedures and may include skills to avoid being targeted.

For the governing body
- To ensure that there is a written statement of general principles.
- To promote the wellbeing of pupils by safeguarding and promoting the welfare of pupils.
- Together with the headteacher, review the policy in terms of effectiveness and impact.

Some definitions of bullying

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts an individual or group either physically or emotionally.

Discriminatory bullying refers to a range of hurtful behaviours both physical and psychological, that makes a person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin/status, ability/disability, gender or sexual orientation ie behaviours that are racist, homophobic or target different abilities.

Cyber bullying is the use of IT, particularly mobile phones and the internet to upset others.

Main strategies used by the school to confront bullying
- This policy is implemented alongside the school's Behaviour and Discipline policy. For example, sanctions and reporting procedures.
- As part of the school's Rights Respective work, planned opportunities are found to explore and discuss bullying in both class and assemblies.
- All incidents of bullying are taken very seriously and dealt with quickly.
- Children who are bullied can be asked to write down or draw their concerns. For some this is easier than talking about it.
- Those pupils who engage in bullying behaviour are made to account for their behaviour. For example through the round of assertive questioning and the use of Responsibility Sheets. They always have to apologise and demonstrate how their behaviour and actions are going to change for the better.
- All staff dealing with bullying incidents will involve a member of the Senior Leadership Team.
- Victims are encouraged to identify a named "special helper" during the lunchtime period.
- The School Council is regularly involved in reviewing behaviour and playground experiences.
- Specially trained peer mentors mediate and support pupils with existing or potential conflict.
- Named staff support vulnerable pupils through a Pastoral Care Plan. Progress is reviewed each half term at a specially convened meeting of the Inclusion Team.
- Some pupils benefit from inclusion in our special lunchtime club.
- Incidents of bullying are recorded on the appropriate incident sheet.
- Incidents of bullying are reviewed on a termly basis, by the SLT and senior midday meal and play supervisor.
- All prejudice-related behaviour is recorded in a separate log and reviewed on a termly basis.
- The school takes this aspect of school life very seriously and will work closely with parents and pupils on all matters relating to the Rights, Respect and Responsibilities of members of the school community.

This policy should be read in conjunction with other school policies and guidelines including the Behaviour and Discipline Policy, E Safety, R.E., PSHE, Safeguarding, and our Teaching & Learning Policies. All these policies can be found on the school website.

Status of Policy	Date
Policy created by	
Policy reviewed	October 2017
Agreed by Staff	October 2015
Agreed by Governors, Children & Learning	October 2017
Review	October 2018 (Annually)

Parents were consulted in the drawing up of this policy