

September
2021



ANTI-BULLYING POLICY

Approved by Governors:	30 th March 2022
Signed	<i>Fiona Boulton</i> Fiona Boulton, Chair of Governors
For review:	September 2023
School website:	✓

The School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

BALDWINS GATE CE PRIMARY SCHOOL

Baldwins Gate CE Primary School

Anti-Bullying Policy

Principles and Values

Baldwins Gate CE Primary School is a Christian school where everyone can learn about their own self-worth in a caring atmosphere of respect, tolerance and co-operation. We intend this to be a happy place where children feel valued. We encourage our children to be independent, confident learners, able to make positive contributions for themselves and others.

Our mission statement:
Everyone learning together in faith, truth and love

As a school we take any form of bullying or intimidation seriously. Bullying is wrong and will not be tolerated.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents/carers should know what the school's policy is on bullying and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

What is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that has the intention to hurt another individual, either physically or emotionally.

In other words, bullying at Baldwins Gate CE Primary School is considered to be "unacceptable behaviour which occurs '**lots of times, on purpose**', or is targeted at an individual.

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Cyber Bullying	Use of ICT (including mobile phones, the internet, chat rooms, Facebook, email, film) to deliberately upset someone

Bullying can include:

- Name calling
- Taunting
- Mocking behaviour
- Offensive comments
- Physically causing hurt or injury
- Targeting pupil(s) property and belongings.
- Hurtful or offensive comments on social networking sites

Bullying may be targeted or aimed at:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Health condition
- Home circumstances
- Sexual orientation

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the community.

Bullying is not.....

It is very important to remember that bullying is NOT the odd occasion of falling out with others, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if this is done over a period of time on purpose or it is deliberately targeted at an individual.

Children sometimes fall out or say things because they are upset with someone else or a situation. When occasional problems of this kind occur it cannot be classed as bullying. It is an important part of all children's development to learn how to deal with conflict and friendship breakdowns, the odd name calling or prank. We all have to learn how to deal with these situations and develop the appropriate social skills to deal with or repair relationships. It is also important for children to understand that if they themselves upset or hurt someone, and that person retaliates, this is not bullying on behalf of the other person (retaliation is not acceptable according to our school rules, but it is not bullying).

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons on another. This can be achieved by:

- The size of the person
- The strength of the person
- The age of the person
- The peer group supporting an individual
- Anonymity through cyberbullying, email and social network sites
- Where behaviours are repeated to intimidate or undermine

All staff must be vigilant about bullying behaviours and raise concerns or deal directly with the behaviour. Staff must be aware of children who are in any way vulnerable which may make them more likely to fall victim to the behaviour of others.

Staff should be aware of any sign or behaviours which may indicate that a child is unhappy, lacking confidence or has low self-esteem.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. It is important to consider that the bully may also need intervention and reparation strategies and interventions.

Our aims at Baldwins Gate are to:

- Value each pupil and ensure that they are fully included in school life.
- Provide an environment where children understand that there is a moral code for us all. That actions and words can be wrongly used.
- Provide an environment without fear so learning can take place.
- Reduce or eradicate, wherever possible, bullying or intimidation.
- Respond effectively and promptly to instances of bullying.
- Have a framework/process to deal with bullying consistently and fairly.

Creating an anti-bullying environment

We promote Christian behaviour throughout all aspects of our school. We use our school values and curriculum throughout all subjects to challenge inappropriate behaviours. Through our ethos we create an environment which is nurturing and safe.

Prevention

The ethos and working philosophy of Baldwins Gate CE Primary School means that all staff actively encourage children to have respect for each other and for other people's property. Respectful and kind/polite behaviour is regularly acknowledged and rewarded.

At Baldwins Gate CE Primary School we will use a variety of methods to support children in preventing and understanding the consequences of bullying through assemblies, PSHE lessons, class discussion time and our school values.

Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and lead to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our school values of 'everyone learning together in faith, truth and love'.

Staff to follow the equality policy; supporting every child in our school. Staff must be careful not to highlight differences of children or an individual child.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from the group.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Positive strategies to help eliminate bullying

- Encourage children at all times that they have rights and they have a voice.
- Provide challenge, problem solving and learning which promotes self-respect and resilience.
- Provide direct teaching opportunities to give children the voice/tools to deal with intimidation/bullying.
- Promote our school council as the voice of the children.
- Involve outside agencies to educate our pupils.

Signs and Symptoms for Parents/carers and Staff

A child may indicate by signs or behaviours that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to make less effort with school work than previously
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or “go missing”
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber-message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

What can you do if you are being bullied?

All children in school have the right to feel safe. No-one has the right to make anyone feel unhappy. If someone is being bullied, it is important to remember that it is not their fault and there are people who can help you.

Pupils are taught

- Go straight to an adult or friend and TELL – you can tell a teacher, a teaching assistant, a lunchtime supervisor, a parent/carer, a friend, a brother, a sister or a relative.
- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive. Shout No, turn your back, walk away.
- Stay with a friend or group of friends.
- Get away as quickly as you can.
- If you are scared, ask a friend to go with you when you tell someone.
- Tell yourself this is not your fault and that it is wrong.
- Be proud of who you are.
- Don't get upset – you have done nothing wrong.
- If you know someone is being bullied take action by guiding the victim away. Don't do anything – it will make the victim feel more alone and afraid.
- Don't agree that a bully's behaviour is acceptable.

Staff will

All staff will respond calmly and consistently to all allegations and incidents of bullying at Baldwins Gate CE Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Reassure the person being bullied assuring them that it is not their fault.
3. Assure them that they have done the right thing.
4. Encourage them to discuss and express feelings.
5. Ensure that they feel safe and secure.
6. Ascertain the circumstances or extent of the incident/incidents.
7. Discuss ways that they will feel safe and secure.
8. Ask them to report any further occurrences.
9. Affirm our school position on inappropriate behaviours.
10. Involve others in peer support.

Responding to incidents when they occur

Pupils who have been bullied should report the occurrence to:

- An adult
- A pupil buddy
- A responsible class member
- Their parents/carers

Pupils who see or witness bullying should follow the above procedure.

Where bullying is of a racial form or against a disabled or vulnerable child, this should be reported to the lead teacher and a local authority form submitted formally.

Strategies

- Talk to pupils to get a picture/viewpoint.
- Listen to their version and talk to witnesses.
- Reinforce that bullying is not acceptable.
- Consider sanctions as flowchart of the Behaviour Policy.
- When bullying has occurred discuss and inform with both parental parties.
- Keep records of incidents.
- Follow up on incidents with the pupil or pupils, even witnesses.
- Ensuring all know what has been done.
- Work with the bully themselves who may have their own emotional and social needs.

Measures may include

- Group work through the curriculum.
- Circle time.
- Circle of friends to build secure relationship around the vulnerable child.
- School watch – may involve school council.
- Peer group support.

Where measures are needed

Sanctions may be used as detailed in our Behaviour Policy at any point dependent on the nature of bullying (see flow chart in Behaviour Policy, attached as Appendix 1).

- Reinforce appropriate behaviour and reflective time.
- Break or lunchtime sanctions.
- Removal of participation in a non-essential school activity/event.

Where it is considered serious, it will go straight to stage 5 of the flowchart in our Behaviour Policy which will consider removal at lunch times, fixed term or permanent exclusion.

Parents/carers

Parents/carers can help by:

- Discussing concerns with staff if they notice changes in behaviour or think their child is being bullied.
- Reinforce the strategies that the school teaching staff adopt when facing a bully.
- Support the school's ethos and policies. Reinforcing the school's values and what is right and wrong.
- Not encouraging children to fight back – it will make it worse.
- Telling their child they have done nothing wrong and are special.
- Discussing that the school has a policy and the actions it will take.

Advice to Parents/carers

As the parent/carer of a child whom you suspect is being bullied:

- Report bullying incidents to the Class Teacher or Headteacher.
- In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
- In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.

- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents/carers.
- Encourage your child to be a “bully” back.

Both of these will only make the problem much harder to solve.

Bullying outside school

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school, we recognise that we cannot be held directly responsible for bullying that takes place off site, by children in this school, or by children of other schools.

At Baldwins Gate CE Primary School we encourage children to tell us about incidents that happen inside and outside school so that we can:

- raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc
- alert colleagues in another school whose children are bullying off premises;
- map safe routes to school in the event of a children being bullied on their journey to school;
- offer children strategies to handle bullying off the school premises
- liaise with parents/carers

Where behaviour strategies and intervention is needed, the steps outlined in the school’s Behaviour Policy must be adhered to.

Complaints

If parents/carers have a concern or feel we have not dealt with incidents effectively, concerns can be raised through procedures set out in the school’s Complaints Policy.

Associated Policies

Behaviour Policy
 SMSC Policy
 Equality Policy
 PHSE Curriculum Statement
 E-safety

Behaviour Flow Chart

