



Byers Green Primary School

Anti-Bullying Policy

July 2018

1. Introduction

- 1.1** This policy outlines our school's views on bullying in line with our Behaviour Policy.
- 1.2** Byers Green Primary School offers a safe and happy environment where all children are valued as individuals.
- 1.3** Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
- 1.4** This document has been informed by:
 - The Education and Inspections Act 2006
 - The Equality Act 2010
 - Preventing and tackling bullying (DfE July 2017)

2 Aims

- 2.1** Byers Green Primary School is a learning community where all children are encouraged to see themselves as learners and participate in their own learning, within and beyond the school.
- 2.2** Our Behaviour Policy outlines in clear and straightforward terms our whole school approach to encourage all children to demonstrate positive emotional behaviour, conduct behaviour and learning behaviour whilst at school and in the wider community.
- 2.3** Positive action is taken to prevent bullying within SEAL, PSHE and citizenship lessons and through cross curricular learning opportunities.
- 2.4** Children learn best in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.
- 2.5** If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively.

3 Definition

- 3.1** "Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally." (DfE 2017)
- 3.2** It is important to clearly identify the difference between peer conflict and bullying in order to respond appropriately to bullying incidents. While the two may seem similar in some instances, according to many experts, there is actually a distinct difference. Bullying is a persistent pattern of unwelcome or aggressive behaviour that usually involves an imbalance of power and the intention to harm or humiliate someone. Peer conflict on the other hand is generally a disagreement or difference in opinion between peers who typically have equal power in their relationships – it's usually an inevitable part of a group dynamic.

3.3 The main types of bullying are:

- physical (hitting, kicking, theft)
- emotional (being unfriendly, tormenting, excluding)
- verbal (name calling, sarcasm, spreading rumours)
- cyber (text messages, social media or gaming, including the use of images and video)

Several of these behaviours plainly involve the use of words. Some, however, may be non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language and must be recorded. Bullying is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

3.4 Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children must be encouraged to report bullying in school.

3.5 All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

4 Entitlement

4.1 Everyone at Byers Green Primary School has the right;

- To work and play in a safe and secure environment, free from aggression and abuse.
- To express their attitudes and feelings constructively and have these respected by others.
- To have an uninterrupted education.
- To have personal property respected.

4.2 Everyone at Byers Green Primary School has the responsibility;

- To behave acceptably in all situations.
- To accept the consequences of their actions.
- To understand their responsibilities in the learning process.
- To be polite and co-operative with everyone, respecting their rights and feelings.
- To respect public property and other children's personal property.

5 Expectations

5.1 Children who have been bullied are supported by;

- The opportunity to discuss the experience with a member of staff of their choice
- Reassurance
- Support to restore self esteem and confidence

5.2 Children who are bullying will be helped by;

- Discussing what happened
- Discovering why they became involved
- Establishing the wrongdoing
- Informing parents/carers to help change attitudes

5.3 Staff are expected to adhere to the following procedures;

- If bullying is suspected or reported to an adult, the incident will be dealt with immediately or at an agreed time
- A clear account of the incident will be recorded with children and/or parents and a copy should be given to the Headteacher
- Class teachers and parents will be informed
- Sanctions will be used as appropriate to each situation

5.4 Parents are expected to;

- Help their children behave properly
- Work co-operatively with school staff in assisting their child's learning and in building positive attitudes towards learning and school
- Instil in their children a respect for others, and others' property, and to help develop a positive feeling about themselves
- Talk in confidence to the child's teacher or the Headteacher if they have concerns

6 Strategies for the prevention and reduction of bullying

6.1 Appropriate ratios of adults to children at playtimes and lunchtimes.

6.2 Playground activities/equipment to help engage children.

6.3 SEAL, PSHE and citizenship is delivered across the curriculum to promote positive friendships.

6.4 Assemblies help children to develop their understanding of bullying and celebrate positive behaviour.

6.5 Staff encourage children to play considerately and model positive strategies.

6.6 Open culture with approachable staff who know children well.

7 Review

7.1 This policy will be reviewed annually, taking into account any new guidance from the DfE.

7.2 Incidents of bullying and their frequency will be considered when reviewing this policy.

7.3 The annual parent questionnaire will continue to be used to provide data to monitor the effectiveness of this policy.