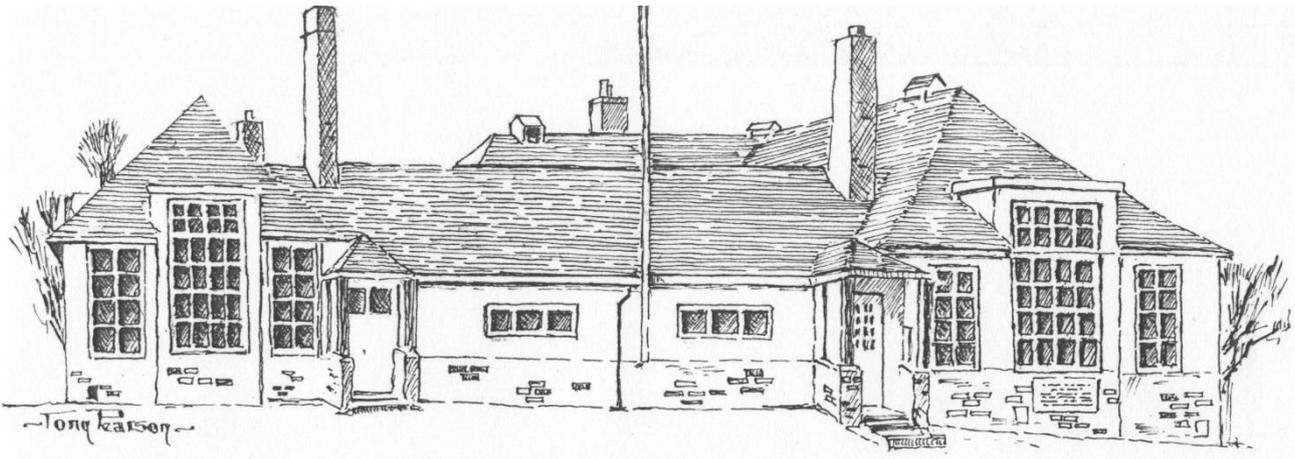


ANTI-BULLYING AND HARASSMENT BYFIELD SCHOOL



Approved by: Resources Committee

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Last reviewed on: January 2018

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Signed (Chair of Curriculum):

Signed (Headteacher):

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Vision Statement

Byfield is a friendly school where everybody is caring and welcoming. We provide children with inspiring learning opportunities and ensure children are encouraged, supported and challenged so they develop a love of learning. At Byfield we believe that every child is entitled to become a confident, independent, well-rounded individual who is equipped with all the skills to lead a successful and rewarding life. Children at Byfield are confident to face challenges, believe in themselves and are proud of their achievements.

Our Values are:

We are Responsible, We are Fair, We are Respectful, We are Determined, We are Caring, We are Courageous.

‘The ethos of the school is the determining factor in creating an environment in which children grow up to feel valued and to value others’ (NCC Responses to Bullying)

Our Definition of Bullying:

Bullying is defined as deliberately hurtful behaviour repeated over a period of time. (This definition was agreed with the pupils and staff during Anti-bullying Week and shared with parents). Bullying is behaviour which involves systematic abuse of power. Bullying in school is not confined to children. Adults can also display bullying behaviour towards each other and children. Three main types of bullying are:

- Is meant to be hurtful and happens more than once.
- Can be direct – physical and/or verbal (name calling, racist remarks)
- Or indirect (spreading rumours, excluding someone from social groups, using others as a means of attack or intimidation).

Bullying may be unwitting but the effect on the victim remains the same. Pupils 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 lacking in concentration.

When we are teaching about bullying we teach children the acronym STOP.

Several

Times

On

Purpose.

Examples of Bullying Behaviour:

Hitting, kicking, pushing, poking, and tripping.

Name-calling, jokes, jibes, teasing, possibly related to perceived differences e.g.

- Racist – where harassment or victimisation of someone is due to their colour or race
- Academic – because a pupil works hard, is able or has learning difficulties
- Physical due to physical disability or looks
- Appearances – the right clothes etc.
- By social exclusion or by phone/computer

Bullying is likely to occur in many places including:

- On the way to school
- In the playground, toilets, school grounds
- In corridors
- In classrooms
- In dinner halls

Promotion of Anti-bullying Strategies

- Promote School Rules
- Use of Positive Behaviour Management Strategies
- Promote Friendship and Problem-Solving for pupils
- Give children guidelines about actions to take if they notice anyone displaying bullying behaviour
- Be a 'telling school' where anyone seen bullying or has it done to them tells an adult
- Inform the parents/carers of the bully of what has been happening
- Make the consequences for bullying known to all children
- Bullying covered by all classes annually as part of the PSHE curriculum
- Use anti-bullying week to raise awareness of the negative consequences of bullying
- School council to discuss bullying, and discuss how commonly it occurs.
- Parent survey to include question about bullying
- Childline posters and phone-numbers displayed around school
- All allegations of bullying will be carefully investigated.

- Staff will respond calmly and consistently to allegations of incidences of bullying.
- The school will protect and support all parties until the issues are resolved.
- Recognising and celebrating diversity of achievement, identity and culture in all fields
- Reinforcing high self-esteem, minimising low self esteem
- Circle time used to give children chance to speak about issues affecting them
- Classroom management techniques and styles which challenge racist, sexist or homophobic remarks.
- Ensuring lunchtime supervisors are aware of the policy and are trained in providing suitable activities to avoid boredom at lunchtimes.
- Children who have particular behaviour problems will be identified informally by the member of staff on playtime duty. These children will then be allocated for informal surveillance

Implementation:

How should people report bullying?

Children are taught the acronym STOP

Start

Telling

Other

People

Pupils should be encouraged to understand what bullying is and that it is important they tell someone if they feel bullied or if they are a bystander and have observed bullying. Most pupils do not tell adults about bullying as they tend to speak to a peer instead. Staff may notice changes in the behaviour of pupils being bullied.

What should a pupil do if they are being bullied or witness bullying?

Inform an adult in school

Inform a parent/carers

What should the pupil tell an adult?

- Who has been bullying them?
- How long this has been going on?
- How many times has this happened?

- Has anyone else seen this happening? If so, who?
- Has anyone else been bullied by the same person?
- Have they told anyone else about this before?
- Was anything done about it?
- Have they done anything that has not helped the situation?

What should a parent do about bullying?

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. Try to establish the facts and keep an open mind. Often cases of bullying are more complicated than they may first appear. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a member of the school who makes the right choices and follows the core values. All children, parents and/or carers should talk about the problems of bullying with their child.

What action will our school take?

The following steps will be taken when dealing with incidents:

- If bullying is reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Headteacher.
- A member of staff will interview all concerned and will record the incident.
- Class Teachers will be kept informed
- Parents/carers of all the pupil involved will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

How will the school support the victim?

Those who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence
- Follow up communication on a regular basis to ensure that the issue has not returned.

What actions will the school take to support those who have been found to bully others?

Those who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and the need to change.
- Informing parents or guardians to help change the attitude of the pupil.

- Establish whether there is the need to have specific intervention e.g. for social skills, self-esteem, or establishing friendships.
- Follow up communication on a regular basis to ensure that the issue has not returned.

What actions might the school take to discipline repeated bullying behaviour?

- Official warnings to cease offending.
- Loss of breaktime or lunchtime
- Internal exclusion
- Fixed-term exclusion.
- Permanent exclusion.

What additional steps will there be if the bullying continues?

Steps to make pupil feel safe need to be taken.

The Headteacher will meet with both sets of parents to agree a way forward.

Sanctions will be applied following the school behaviour policy.

Support best suited to both pupils' individual needs will be arranged in consultation with the parents and a member of the school leadership team.

Recording Incidents of bullying:

Incidents of bullying requiring intervention by the school with parental involvement will be recorded in the 'Behaviour' book. The headteacher has responsibility for recording and storing this information. It will be discussed each year in July to assess the impact of anti-bullying strategies and a record kept in children's file if they persist with bullying.

Monitoring, Evaluation and Review:

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Incident of racial harassment must be reported to the NCC and serious incidents to the local MAGRAH Group (multi agency group against racial harassment). This is done through the Headteacher or member of school leadership team in his/her absence.

Training and INSET:

Training will be given to all new members of staff, including sharing the anti-bullying policy as part of the induction process. Training will also be taken as a whole staff on an annual basis, in

preparation for Anti-Bullying week in November. The school always participates in anti-bullying week.

Equal Opportunities:

This policy links closely with the school's 'Equal Opportunities' policy. Where appropriate see also 'Safeguarding' policy.

Guidance can also be found in:

Preventing and tackling bullying Advice for headteachers, staff and governing bodies – DfE publication (October 2014)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444862/Preventing_and_tackling_bullying_advice.pdf

School support for children and young people who are bullied – DfE publication (March 2014)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444864/Supporting_bullied_children.pdf Cyberbullying:

Advice for headteachers and school staff – DfE publication (November 2014) Advice for parents and carers on cyberbullying – DfE publication (November 2014)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf

5 Keeping Children Safe in Education – Sept 16. Refer to the section “Allegations of abuse made against other pupils”

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/526153/Keeping_children_safe_in_education_guidance_from_5_September_2016.pdf