



The Board of Governors at Brambleside Primary School

Formally adopted this Policy/Procedure/Guidance/Guideline

Policy Name	Anti-Bullying
Name & Signature Chair of Governors	Bill Parker
Name & Signature Headteacher	Drew Brown
Date approved	
Source	School
Lead	Michelle Eaton-Brown
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Brambleside Primary School's Anti-Bullying Policy

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It also considers the DfE statutory guidance "[Keeping Children Safe in Education](#)" 2018. The setting has also read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

1) Policy Objectives

- This policy outlines what Brambleside Primary School will do to prevent and tackle all forms of bullying.
- The policy has been drawn up through the involvement of the whole school community.
- We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

3) Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

4) Definition of Bullying

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally” (DfE “Preventing and Tackling Bullying”, July 2017).
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse and it can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

5) Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – ‘cyberbullying’.

6) Preventing, Identifying and responding to bullying

Brambleside Primary School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing, identifying and responding to bullying, our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

To do this effectively, we will:

- Monitor and review our anti-bullying policy and practice on a regular basis.
- Support staff to promote positive relationships to help prevent bullying.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Intervene by identifying and tackling bullying behaviour appropriately and promptly.

- Ensure our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Require all members of the community to work with the school to uphold the anti-bullying policy.
- Work in partnership with parents/carers regarding all reported bullying, dealing promptly with complaints.

How do we try to prevent bullying?

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively, safely and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

How do we respond to bullying?

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded on the attached forms, Arbor and ‘My concern’.
- The Headteacher and/or designated Safeguarding Leads will conduct follow up interviews and will keep the teachers informed.
- We may impose sanctions, proportionate and reasonable actions, as set out in the Behaviour Policy for any incident of bullying that is confirmed. If necessary and appropriate, the police or other local services will be consulted.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.

- Where the bullying takes place outside of the school site, then the school will endeavour to investigate the concern, take appropriate action in accordance with the schools behaviour and discipline policy.
- Parents/carers will be kept informed and a letter will also be sent to parents outlining the bullying incident/s and actions taken.

How do we support pupils?

Children who have been a victim of bullying can expect the following:

- Opportunities to talk with trusted adults.
- Reassurance of our continuous support
- Opportunities to restore self-esteem and confidence
- Seek to find the pupil a trusted role-model within school
- Communicating with parents/carers
- Confidence that their issue can be dealt with effectively

Children who have bullied will be helped by:

- Discussing the incident and establishing the concern and need for change
- Informing parents/carers
- Providing appropriate education to raise awareness
- Sanctioning in line with the school's Behaviour policy
- Potentially, speaking with police or local service

How will we involve parents and carers?

Adults who have been affected by bullying will be supported by:

- Making sure key information about bullying (policies and points of contact) is available.
- Ensuring that parents/carers know who to contact if they need to raise concerns.
- Ensuring that parents/carers work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure that all parents/carers know about our complaints procedure and how to use it effectively and appropriately.
- Working with the parents/carers and the local community to address issues beyond the school gates.

How do we record incidents of bullying?

- Members of staff that believe they have witnessed or have been informed of an act of bullying will record the incident on 'My Concern' safeguarding website.
- This is passed to the Designated Safeguarding Lead (DSL)/relevant phase leader. They will categorise the incident of bullying and set a task to the relevant staff member to monitor the situation as they believe necessary.
- Once the issue has been resolved, the DSL will close the incident.

7) Monitoring and review: putting policy into practice

The school will ensure that they:

- Regularly monitor and evaluate to ensure that the policy is being constantly applied.
- Any issues identified will be incorporated into the school's action planning.
- The Headteacher will be informed of bullying concerns, as appropriate, and report to the governing body.

8) Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints policy
- Safeguarding and child protection policies
- Confidentiality policy
- Online safety (e-safety) and Acceptable Use Policies (AUP)
- Adult Code of Conduct and Home/School Agreement

9) Useful links and support organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: 'Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies', and 'Supporting children and young people who are bullied: advice for schools' July 2017: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational