



Brockswood School

Anti-bullying Policy

Date: February 2017

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Anti-bullying policy

What is bullying?

Bullying is action taken by one or more children with the deliberate intention of hurting another child over a period of time.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist:** racial taunts, graffiti, gestures (please see racial incidents policy)
- **Sexual:** unwanted physical contact or sexually abusive comments
- **Homophobic:** focussing on the issue of sexuality
- **Verbal:** name calling, sarcasm, spreading rumours, teasing
- **Cyber:** all areas of the internet, such as e-mail and internet chat room misuse; mobile threats by text messaging and calls; misuse of associated technology, i.e. camera and video facilities.

Brockswood's aims on tackling bullying

- We believe that bullying is wrong and it damages individual children. Therefore, we do everything we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim to produce and maintain a safe and secure environment where all pupils can learn without anxiety.
- This policy aims to produce a consistent response to any bullying incidents which may occur.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. It is important for adults to be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- is unwilling to go to school
- begs to be driven to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence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 do poorly in school work
- comes home with clothes torn or books damaged on more than one occasion
- has possessions which are damaged or 'go missing'
- has unexplained cuts and bruises (**see Child Protection Policy**)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet, mobile phone or other devices
- is nervous and jumpy when a cyber message is received

These signs and behaviours could also indicate other problems, but bullying should be considered a possibility and be investigated.

The role of governors

- The governing body supports the headteacher in all attempts to eliminate bullying from Brockswood. This policy enforces that any incidents of bullying that occur at Brockswood are taken seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and report to governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent or carer to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the headteacher

- It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to governors on request about the effectiveness of the anti-bullying policy.
- The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour at Brockswood. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong and why a pupil is being punished.
- The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. Where children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher/staff

- Teachers at Brockswood take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. Children are reminded periodically of school and class rules (see behaviour policy).
- If a teacher witnesses an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, after consultation with the teacher and headteacher, the teacher informs the child's parents.
- We keep an electronic record of all bullying incidents that are reported. If any adult witnesses an act of bullying, they should report this and it should be recorded on Sims.
- If, as staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim and punishment for the child who has carried out the bullying. We spend time investigating the incident fully, talking to the child who has been bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in the future. If a child is repeatedly involved in targeting other children, we inform the headteacher and the SENCO. We then invite the child's parents into the school to discuss the situation. In more extreme

cases the headteacher may contact external agencies such as social services.

- Teachers attend training enabling them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

- Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and review

- This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.
- Using a pupil voice questionnaire, children are regularly asked for their views on their safety in school which gives them the opportunity to discuss any bullying issues and how the school deals with this.
- As a school we support Anti Bullying Week in November which culminates in a series of lessons about bullying. An Anti-Bullying Charter is signed by the Headteacher, Chair of Governors and representative of the pupils (often the school council chair).
- With the increase of internet usage we are aware of the greater influence of cyber bullying and provide e-safety talks to parents and children (**see Esafety Policy**).
- Using the STEPs 'de-escalation script' we are incorporating 'calming down' strategies for those children who find themselves in confrontations with others.