



Anti-Bullying Policy.

This policy is for Barleyhurst Park School and Barleyhurst Park Nursery.

Agreed by Governors: 01.02.2023

To be reviewed: Spring 2025

Statement of intent:

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils know that incidents will be dealt with promptly and effectively. We are a **telling** school. This means anyone who knows that bullying is happening is expected to tell the staff.

What is bullying?

Bullying is the repeated and sustained use of aggression with the intent of hurting another person. Bullying results in pain and stress to the victim. It is not the same as a conflict between two equals or random unprovoked aggressive acts. It is deliberate.

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 and gestures;
- **Sexual-** unwanted physical contact or sexually abusive comments;
- **Homophobic-** because of, or focusing on, the issue of sexuality;
- **Verbal-** name-calling, sarcasm, spreading rumours, teasing;
- **Cyber-** all areas of internet, such as e-mail and internet chat room misuse, forums, blogging or webcam mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

What is Cyberbullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort;
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks;
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified;
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them;
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room;
- Bullying through Instant Messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online;
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying. School staff, parents and pupils at Barleyhurst Park Primary School need to work together to prevent this and to tackle it whenever it occurs.



Barleyhurst Park Primary School has a duty to ensure:

- Teachers have sufficient knowledge to deal with cyberbullying in school;
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely;
- All e-communications used on the school site or as part of school activities off-site are monitored;
- Internet blocking technologies are continually updated and harmful sites blocked;
- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice;
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school;
- They work with police and other partners on managing cyberbullying.

Barleyhurst Park Primary School staff have responsibilities in:

- Teaching children safe internet etiquette;
- Applying school policy in monitoring electronic messages and images on school computer programmes and applications children use as part of the curriculum, this includes:
 - Personal privacy rights;
 - Material posted on any electronic platform;
 - Photographic images;
 - Taking action if a pupil is being cyber bullied or is bullying someone else;
 - Teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications.

Aims and objectives:

- Children and young people need to be safe from bullying and discrimination;
- Children and young people should be helped to develop positive relationships and choose not to bully or discriminate;
- All Governors, teaching and non-teaching staff, pupils and parents 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 should know what the school policy is on bullying, and what they should do if bullying arises;
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- Bullying is not tolerated.

Procedures:

- Incidents should be reported to the class teacher initially; this will be passed to the Assistant Head or the Deputy Head and recorded on the appropriate sheet;
- They will write to the parents of both the alleged perpetrator and alleged victim and inform them that a bullying investigation has been opened;
- An investigation will then be carried out;
- Outcomes of investigations will be reported back to the parents of all the pupils involved;
- All staff will be advised of the situation and both sets of pupils will be supported;
- If the outcome of the investigation is that the claim cannot be substantiated the situation will continued to be monitored;
- If the outcome of the investigated substantiates the claim then restorative principles will be used to help the bully (bullies) change their behaviour.



The school aims to develop a safe and friendly environment and we aim to prevent bullying through the use of:

- Shared rules which are consistent and upheld by teachers, non-teaching staff, parents and pupils;
- The use of pastoral support to help pupils struggling to choose not to bully others;
- Using 'check ins' with a focus on bullying or getting on and falling out;
- Using assembly sessions to explore bullying and the effects of bullying on others.

Roles and Responsibilities:

Role of the Class Teacher:

- The Class Teacher needs to support the pupils to make the choice not to bully others, teaching them through PSHE and through a shared understanding that everyone has the right to feel safe;
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied whilst addressing the needs of the bully or bullies;
- If any adult witnesses an incident of bullying in or out of school, they should report the incident to the school;
- The Class Teacher is the first point of contact and has a responsibility to record and report any allegations of bullying;
- In cases where a child has been bullied the teacher will consult with the appropriate member of the Senior Leadership Team and arrange to meet all of the parents involved. All incidents of bullying are to be recorded whether they occur inside or outside lesson time, either near the school or on the children's way home or to school.

The role of the pupil:

- Pupils are to respect the right of others to feel safe and choose not to bully. Where children witness bullying they have a responsibility to inform an adult; where this is a parent, the parent has a responsibility to report it to the class teacher;
- During investigations, children should be encouraged to be honest and where appropriate accept responsibility for their behaviour, apologising to those they have hurt. They also need to agree to behave in accordance with the school's policy on bullying and behaviour.

Restorative principles are used to aid their understanding of their own actions and the feelings they have caused to another, whilst attempting to change their behaviour.

The Role of Parents:

- Parents who are concerned that their child might be being bullied or suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately to report their concerns (see attached list of signs and behaviours). Once the investigations have begun parents have a responsibility to support the school to ensure issues are dealt with effectively, maintaining open and supportive dialogue. To help the school prevent bullying, parents should support the anti-bullying policy and actively encourage their child to be a positive member of the school.

The role of the Senior Leadership Team:

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure teachers and non-teaching staff, parents and pupils are aware of the school policy and know how to deal with incidents of bullying;
- The Headteacher reports to the Governing Board the effectiveness of the anti-bullying policy reporting any incidents and their outcomes to the governors;
- The Senior Leadership Team ensures all children know that bullying is wrong and that it is unacceptable behaviour in our school. They should monitor planning to ensure pupils are supported through stories and circle time activities to make the choice not to bully.
- The Senior Leadership Team will use assemblies to address the whole school, ensuring the children are aware of the policy and that they can report incidents to any member of staff and it will be acted on quickly and effectively;



- The Headteacher ensures all members of 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. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- If there is an allegation of bullying the Deputy Head or the Assistant Head will carry out the bullying investigation. They will present their findings to the Headteacher.

The role of Governors:

- The Governing Board supports the Headteacher in all attempts to eliminate bullying from the school. This policy statement makes it very clear that the Governing Board does not accept bullying in the school, and that any incidents of bullying are taken very seriously and dealt with appropriately.
- The Governing Board 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 to report to the Governors on the effectiveness of school anti-bullying strategies.
- The Governing Board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Board notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to the committee assigned to the case.

Monitoring and review:

- This policy is monitored by the Headteacher, who reports to Governors regarding the effectiveness of the policy.

This anti-bullying policy is the responsibility of the Governors and they review its effectiveness annually. They do this by discussing the school's log of incidents and discussions with the Headteacher. Governors analyse information with regard to gender, age, ethnic background and special educational needs or disability of all children involved with bullying incidents.