



Brompton Community Primary School

Anti Bullying Policy

2023-2024



'We will encourage our children to develop **self-respect** and **respect and consideration** for others regardless of gender, race, culture, language, religion or disability'.

(Extract taken from Brompton Community Primary School Mission Statement).

Rationale:

Brompton Community Primary School actively seeks to provide a supportive learning environment that is safe from all forms of intimidation and harassment and we actively seek to be a socially inclusive school where all young people feel safe and happy. 'Legacy' is the vehicle used to drive aspects of the curriculum that we believe to be the foundation and ethos of our school. As we hang everything off 'Happiness Through Learning' we are also using 'Legacy' to promote Personal, Social, Health, Moral, Cultural, Spiritual and Emotional aspects of learning. Alongside this we promote the values and principals of the Convention in order to become a Rights Respecting School.

Legacy will turn our Vision into action, purpose into practice and pressure into results. It will help us all to accept that 'Good isn't Good enough' and to be the best that we can be. As a result, Brompton Community Primary School will be a better place than when we found it. 'Build your Legacy - This is Your Time'

Purpose:

The key ingredient of a successful anti-bullying approach is the shared and mutually agreed definition of the targeted behaviour and we believe this to be essential if the whole school community is to support the policy.

Therefore, we will provide a comprehensive, universally understood definition of bullying behaviour to outline strategies for all members of the school community to combat social, emotional, physical and all other forms of intimidation. (Please refer to Behaviour Policy).

Values and Beliefs:

Brompton Community Primary School recognises that:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- All acts of bullying have a harmful effect on pupils' development, both educationally and socially.
- The needs of both the 'bullied' and the 'bullies' will be identified and addressed in a supportive manner.
- Dealing positively with bullying encourages an ethos which promotes respect, cooperation and understanding of others, thus preparing pupils for a life in a diverse society.
- Patterns of bullying will be identified and dealt with.
- Our annual 'Anti Bullying Ring' will involve our whole school and visitors and will highlight the importance of being aware of bullying and our zero tolerance regarding Bullying and 'Saying NO' to it.
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As a school we recognise that bullying takes many forms:

- It can be short term or can continue over years
- It can be physical or verbal or even just a look
- It can be overt or subtle intimidation
- It can be Cyber Bullying - All areas of internet, such as email & internet chat room misuse
 - Mobile threats by text messaging & calls
 - Misuse of associated technology, i.e. camera & video facilities

Whatever form it takes - It is the wilful, conscious desire to hurt or threaten or frighten or humiliate someone else. It is a form of anti-social behaviour that has no place at Brompton Community Primary School. It can include on-going physical violence or emotional intimidation, directly or indirectly, that causes stress or anxiety to the victim. It also locks the person bullying into a set of inappropriate responses that are incompatible with learning appropriate social skills. It is the responsibility of every member of the school staff, pupils and parents, to ensure that bullying is not tolerated.

Systems in Place to Reduce Bullying Incidents.

We acknowledge 'Anti Bullying' week and its annual theme and take part in activities that highlight the importance of being aware of bullying and the forms that it takes. An 'Incident book' is available for all staff to

record comments regarding unacceptable behaviour. Children are asked to reflect on their actions and think about alternative responses that they could use.

Our 'Listeners' are on hand to support all pupils especially the more vulnerable, shy, isolated pupils and give assistance in developing friendships. There are supervised areas where pupils can undertake a variety of activities, both inside and outside. All incidents are recorded into their Listener Booklets and these are discussed each half term in the Listener meeting with Mrs Byrne.

Expectations of staff when detecting and dealing with cases of bullying:

- Clear indications of the way cases of bullying behaviour will be addressed will be explained to all pupils. A 'telling environment' will be fostered, making our children aware of the different people they can tell - Teachers, Teaching Assistants, Listeners and Midday Assistants.
- Actively listen to the pupil who feels that they have been bullied or arrange for someone of their choice to talk to them. Provide time and encouragement for the pupil and assure them that they will be safe as part of the process. Establish how the incident started and how it has developed. Establish how the pupil feels as a result of what has happened and what they would like to happen next - a) so that it doesn't happen again, b) so that it doesn't happen to anyone else.
- All pupils involved should be interviewed either individually or as a group. This interview should allow all pupils to voice their opinions where they feel safe and supported. You may require a written account of incidents; this allows them to think the incident through clearly and to refocus on how it started and how they feel. Bring the bully together with the pupil who has been bullied only if you feel sure that this will be a reassuring experience. Make it clear to the child who has been bullied that close supervision will be maintained to ensure he or she feels safe.

We must ensure that we don't label pupils as 'bullies' or 'victims' and ensure everybody understands what support they will receive. Make them aware that a fresh start can be made.

Brief Guidelines:

- All members of the school community have responsibility to recognise bullying and to take action when they see it happening.
- All staff should treat any report of bullying seriously and take action. A staff meeting will be held annually to discuss the issue and review strategies and remedial approaches.
- Staff should first listen to the pupil or pupils, and make enquiries as may be necessary to clarify exactly what has happened.
- The pupil(s) should be assured that they have acted correctly in reporting the bullying.
- The staff member should make a written summary of the information and pass it on to the class teacher or Mrs Byrne.
- The emphasis must be on changing the behaviour of the bullying pupil(s), while providing support for the pupil who has been bullied.
- The staff member should attempt to give advice on how to deal with any repeat incidents that may happen before the intimidation can be dealt with.
- Follow-up should be discussed with the pupil. It is important that the staff member checks a week or so later with both the pupil and the person to whom the information was passed.

Ways which the school will involve parents/carers.

Parents will be informed of any incident that has recurred after a warning, firstly by their class teacher and if the behaviour persists then by Mrs Byrne. We will support both sets of parents throughout the process and work with them in order to settle and solve any incidents. Promises will not be made to pupils, parents or staff that cannot be kept.

Classroom curriculum programmes that are in place in order to build safe, positive relationships in the classroom and wider school community.

We take bullying very seriously and as a whole school we address anti-bullying every year with an Anti-Bullying week that includes our 'Anti-Bullying Ring'. Our SEAL programme (Social, emotional aspects of Learning) also addresses this topic during our PSHE&C lessons. This is all built into the school's Healthy Schools Programme at all levels of the school. It is repeated on a regular cycle, and concepts from it are reinforced and integrated into all classroom teaching throughout the year. In all bullying situations there are several key steps that are taken.

- Ensure safety for yourself and pupils
- Identify what has happened
- Support the person being bullied
- Allow cool off time/space for the perpetrator
- Help the perpetrator accept responsibility for own behaviour
- Provide training/support for perpetrator and the victim of bullying to learn new behaviours
- No recriminations

We use a number of approaches to support this process.

'We will build upon each child's existing abilities and successes and encourage the highest possible standards of work and behaviour!'

Extract taken from Brompton Community Primary School's Mission Statement.

Reviewed September 2023

Reviewed by Governors

'Happiness Through Learning.'