

Belthorn Academy Primary School



Anti-Bullying Policy

September 2019

Review Date September 2021

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Values and Beliefs

Bullying is unacceptable behaviour. It happens in all schools and many normal young people are involved at some time. This school is committed to creating a safe environment where young people can learn and play, can talk about their worries, confident that an adult will listen and offer help.

We will make it clear to children, staff, parents / carers and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both people who are harmed and the perpetrators. We will ensure the safety of the targeted pupil and do our best to support improved behaviour from the perpetrator. **Our**

Mission Statement

Nurturing Hearts and Minds.

Definitions of bullying

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time and involves an imbalance of power, leaving the victim feeling defenceless.

The main types of bullying can be identified as:

❖ Physical

Kicking, hitting, pushing, taking belongings

❖ Verbal

Name calling, taunting, making offensive comments

❖ Indirect

Excluding people from groups and spreading hurtful and untruthful rumours

❖ Cyber bullying

The use of text messaging, emailing, videoing and internet usage, deliberately, to upset someone else.

What is Bullying?

The school takes bullying very seriously. However, the term "bullying" needs to be clarified. It is our experience that after investigation, many children who speak about being bullied have in fact fallen out with another child. This may have resulted in inappropriate behaviour, but is not bullying.

The Anti-Bullying Alliance defines bullying as: "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power" (2015). It can happen face-to-face or through cyberspace (online, via social media or texting).

This may take two forms. The most obvious situation is where one or more children, on repeated occasions, deliberately act in such a way as to distress another child. In such cases, the bullies are more readily identifiable. There may be cases, however, where a child is subjected to inappropriate behaviour on repeated occasions, but the perpetrators change from incident to incident. In these cases, it is not always appropriate to label individual children as a bully.

We make reference to the acronym below to help children understand that bullying is hurtful behaviour that happens:

Several

Times

On

Purpose

Aims and objectives of the policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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 will not be tolerated.

Reporting

Belthorn Academy will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the head teacher to the Teaching and Learning Committee of The Governing Body on a termly basis.

The definition of bullying is used as a guide to schools when reporting all bullying incidents. The school regularly monitor incidents of bullying and reports to governors every term.

Schools Strategies for dealing with bullying

Pupils, who have been bullied or have seen others being bullied, should report this to a member of staff.

The concern should be logged in the behaviour file held with Mr Griffiths (behaviour Lead)

Where bullying is of a racist nature, we will record this and also report to the necessary authorities as well as reporting to the Governing Body at the next full Governors Meeting (FGM) Members of staff who receive reports that a pupil has been bullied will take action as recommended in this policy.

All reports will be taken seriously and will be followed up by a member of staff.

Bullying outside the school premises

Our school is not responsible for bullying that occurs off the premises, but we know that bullying can occur outside the school gates and on journeys to and from school. Cyber bullying can also have a huge impact on the welfare of a child.

The bullying may be done by pupils from our own school. Where a pupil or parent / carer tells us of bullying off the school premises we will if necessary report this to our Community Policeman who will investigate the issues and take the appropriate action.

Cyberbullying is taken very seriously and the school will follow our on line safety policy to address any such issues.

Identifying signs of Bullying

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware that some of the possible signs are:

- * They are unwilling to go to school
- * They are unwilling to go into school or classroom
- * There is a deterioration in school work
- * They become withdrawn
- * They become distressed
- * They have an erratic attendance
- * They have unexplained bruises and/or scratches
- * They have their clothes or books destroyed regularly
- * Their possessions go missing
- * They ask for money or begin stealing
- * They are frightened to say what is wrong
- * They have a lack of self-esteem
- * They become disruptive or aggressive
- * They give improbable excuses to explain any of the above

The role of the governors

• The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very 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 to report to the governors on request about the effectiveness of school anti-bullying strategies.

- The governing body responds within ten days to any request from a parent 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 antibullying strategy and to ensure that all staff (both teaching and nonteaching) are aware of the school policy and know how to deal with incidents of bullying.

- The Headteacher reports to the governing body about the effectiveness of the antibullying policy on request.

- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

- The Headteacher draws the attention of children to this fact at suitable moments. 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. 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.

The role of the teacher

- All incidents involving allegations of bullying have to be immediately referred to the Headteacher or member of the Senior management team. All allegations will be investigated on the same day and parents will be informed immediately. Exclusion may be considered but advice will be taken.

- Teachers in our school 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.

- If teachers witness 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, then, after consultation with the Headteacher, the teacher informs the child's parents.

- If, as teachers, 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 of the bullying, and consequences for the child who has carried out the bullying.
- We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.
- If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation.
- In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.
- 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 the Parent

- 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.
- 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.

The role of the child

- Be physically safe;
- Keep their own possessions and money;
- Be free of insult, derogatory terms and teasing;
- Be able to associate with other young people for companionship and friendship. Include all pupils in play and learning activities; Reporting incidents of bullying.
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Procedures for Monitoring of the Policy

The school will monitor bullying by:

- Keeping records of all incidents
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A range of data from pupil surveys
Parental complaints
Discussions at staff meetings

Evaluating the Policy

We will evaluate our anti-bullying policy using the following measures:

- The number of incidents that are reported to staff.
- Pupils' perceptions of bullying in school, through structured discussions in class and circle time.
- From pupils' PSHE activities.
- From parent / carer questionnaires.
- From the comments made by visitors and other people connected to the school.

Ownership of this policy

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However, all staff, all pupils and their parents / carers have an active part to play in the development, maintenance of the policy and its success.