



“Working together to fulfil potential”

Anti-Bullying Policy

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Target Audience	Parents, Pupils and Staff
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Anti-Bullying Policy

Rationale

Everyone at James Brindley School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to ensure that that harassment will be challenged and this policy contains guidelines to support this ethos.

Guidelines

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at James Brindley School.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of:

- name-calling,
- violence,
- threatened violence
- isolation,
- ridicule
- indirect action such as spreading unpleasant stories about someone.
- remote - cyber-bullying

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

The Role of the Governors

The governing board supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing board does not allow bullying to take place in our school, and that any incidents of bullying that do take place 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 about the effectiveness of the school anti bullying policy on request.

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 a representative of the governing board.

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 (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing board about the effectiveness of the anti-bullying 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 receives 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

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. All incidents that happen in class are recorded and categorised as an incident within CPOMS. The Headteacher and other relevant staff are alerted to this incident

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents within CPOMS.

The class teacher of the victim will be responsible for this and will be required to record the action taken and alert the Deputy or the Headteacher. Older pupils may be asked to write a report themselves. If bullying includes racist abuse then it should be recorded under the correct heading within CPOMS, the Headteacher will be alerted and will record this with the LA.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. Anxieties can and are often followed up in circle time.

We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Our Golden Rules ensure a positive, tolerant and respectful ethos is embedded within the culture at James Brindley.

Procedure in place to investigate bullying incidents

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help.

The adult will remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

At James Brindley we employ various strategies to investigate and bring about an awareness of bullying behaviour.

- Role-play and other drama techniques
- Circle Time. Sessions held regularly, as an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. Circle time to be used just within the affected group to confront bullying that already exists.
- Victims who are worried about openly discussing an incident when the aggressors are present will be aware that they can approach any adult to discuss issues when other pupils are not present.
- Victims are encouraged to believe and need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying.
- Friendship buddies and peer counselling, also the School Council members, ensure pupils themselves encourage and are aware of a **no tolerance for bullying culture in our school.**

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded (suspended) from school. Monitoring of incidents by the class teacher and the Headteacher will be implemented.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at James Brindley, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Behaviour Support Service, Kidscape and the Power of One theatre

company to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

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 may do this by examining the school's anti-bullying log and by discussion with the Headteacher at Health and Safety Committee meetings. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents

The Governor responsible with the Headteacher for the review and discussions of bullying issues is: Claire Hardwick

Policy prepared by Chris Moore

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