



The Bramptons Primary School

Anti-Bullying Policy

1.0 Introduction

- 1.1 Everybody who learns and works at The Bramptons Primary School has the right to be treated in accordance with the school values: Respect, Courtesy, Honesty, Compassion, Perseverance, and Loyalty.
- 1.2 At The Bramptons the safety and wellbeing of our children is paramount. To help us protect and care for the children at the school we provide a happy, nurturing, inspiring, challenging, inclusive and safe environment. This helps prevent incidents of bullying and encourages children to come forward if they are upset by the behaviour of others.
- 1.3 The school is aware that the impact of bullying can be severe resulting in pronounced social, emotional or Mental Health difficulties. Therefore, action in response to bullying must be prompt, effective and meaningful.
- 1.4 This policy specifically relates to child bullying.

2.0 Definition

- 2.1 We define bullying as the repeated use of physical or verbal aggression with the intention of hurting or intimidating another person. A bully uses power, be it physical, mental, verbal or by exerting influence against another person or persons. Bullying results in pain and distress to the victim. Bullying can be:

Physical -	hitting/kicking etc as well as destruction of belongings etc
Direct Verbal -	threats, insults, nasty teasing
Indirect verbal -	use of computer technology, mobile phones etc
Emotional/relational -	emotional pressure, rumours, social exclusion

- 2.2 The nature of bullying can take many forms, it can be: racial, religious, cultural, focused around SEN or disabilities, appearance, health conditions, related to home circumstances, focused on sexual orientation, sexual or sexist. This list is not exhaustive and it is important to recognise that bullying can be focused around any number of matters.
- 2.3 Bullying is a behaviour that involves systematic abuse of power. Bullying in school is not confined to children. Adults can also display bullying behaviour towards each other and children.
- 2.4 Bullying is not one off or occasional arguments or fights. Though any one occurrence may be serious it does not constitute bullying unless it is part of a targeted and persistent series of actions.

2.5 Bullying can sometimes be unintentional but it has the same impact on the victim involved.

2.6 Each act within a campaign of bullying may seem relatively minor but cumulatively the effect is damaging.

3.0 Aim

3.1 At The Bramptons Primary School we are committed to providing a safe and secure environment where all can learn and thrive without anxiety. We are also committed to ensuring the values adopted by the school are adhered to.

3.2 The aim of this policy is therefore to:

- Make it clear that bullying of any kind is unacceptable at our school and will not be tolerated.
- It is wrong and damages individuals.
- Establish how bullying will be dealt with when it does occur.
- Establish how we will support victims of bullying.
- Outline how we seek to prevent bullying in the first place.
- Develop systems to ensure bullying is detected quickly and that victims or observers have the facility and confidence to report it.

4.0 Responsibilities

Everyone in the school has a role in preventing bullying.

4.1 Governors

Governors are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy, ensuring that staff are accountable to them for reporting and dealing with bullying issues.

4.2 Head Teacher

The Head Teacher is responsible for the implementation of this policy and for ensuring that the procedures outlined are followed. He will ensure that all children know that bullying is wrong, and that it is unacceptable at The Bramptons Primary School.

The Head Teacher will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying and will set the school climate of mutual support and praise for success, so making bullying less likely.

He will also advise Governors in relation to any bullying issues as part of his Head Teacher's Report to Governors.

4.3 Staff (both teaching and non-teaching)

Staff are responsible for the well being of pupils in their care and for following up incidents of bullying as outlined in this policy. Staff will support all children in their care, establishing a climate of trust and respect for all. By praising, rewarding and celebrating the success of the children, we aim to prevent incidents of bullying.

4.4 Parents

At the Bramptons Primary School, parents are encouraged into school and every effort is made to make them feel welcome. They are encouraged to discuss with the Head Teacher any issues of concern in relation to their child or the school.

Parents were involved in choosing the school values and are aware that all members of the school community are expected to behave in a way that demonstrates these values. We are aware that some parents use the school values to manage behaviour at home.

Parents have a responsibility to support the school's Anti-bullying Policy and to actively encourage their child(ren) to be positive members of The Brampton Primary School. We ask that parents help their children to understand the difference between behaviour that is contrary to the school values and bullying.

4.5 The Children

The children at The Bramptons are expected to act in accordance with the school values and behaviour that is contrary to the values is dealt with in accordance with the Behaviour Policy.

Children are made aware of the importance of telling an adult if they are unhappy or uncomfortable with how they are being treated and also if they think another child is not being treated well by others.

5.0 Signs & Symptoms

5.1 Staff are trained to recognise the signs of bullying and are aware of the need to ensure any signs of bullying are investigated.

5.2 Signs of bullying may include:-

- Belongings getting "lost" or damaged.
- Physical injuries such as unexplained bruises.
- Being afraid to go to school or being "poorly" every morning.
- Not doing well at school.
- Asking for or stealing money.
- Being nervous, loss of confidence, becoming withdrawn.
- Problems with eating and/or sleeping.
- Bullying others.

6.0 Prevention

- 6.1 Children are continually reminded about the school values and the behaviour expectations in respect thereof. The importance of demonstrating the school values is emphasised during all assemblies and as part of behaviour management practices. The children are also expected to embrace and value diversity and difference. This is reinforced in PHSE lessons.
- 6.2 Staff establish relationships with the children that enable them to be aware when relationships between children are developing, or changing so any potential conflict can be dealt with before it escalates.
- 6.3 From September 2021 all classes have had Relationships Education lessons for one hour a week.

To prevent incidents of bullying the school will:-

- Remind children and parents at every opportunity of the school values and behaviour expectation.
- Remind pupils regularly about the importance of demonstrating the school values.
- Positively teach Relationships Education and PHSE to all children and promote wellbeing, self-worth, friendship and feelings.
- Deal with and report bullying.
- Supervise pupils at all time.
- Have named person(s) responsible for Child Protection and regularly train staff in anti-bullying issues.
- Set a good example.
- Children who are considered at risk of bullying (or who have suffered from bullying in the past) will be given more support and guidance.
- Children who have bullied others will be given advice and support.

7.0 Vulnerable children

- 7.1 Staff are fully aware that some vulnerable children are more likely to be targets of bullying. This includes children with a SEN or disability, children who are adopted, children with caring responsibilities, children whose families experience financial hardship and children with protected characteristics including race and sexual orientation. The welfare of children who are vulnerable is closely monitored and any concerns, including those relating to their relationships with other children, are addressed in a timely manner and the necessary support given.

8.0 Procedure When Bullying Occurs

- 8.1 Incidents of bullying, either seen by staff or reported to them, will be dealt with in accordance with the school's Behaviour Policy taking a restorative approach where appropriate.

- 8.2 Any disciplinary measures will be applied fairly, consistently and reasonably, taking into account any SEN or disabilities the children involved may have and the needs of vulnerable children. Consideration will also be given to the motivations behind bullying behaviour and whether it raises any safeguarding concerns. Support will be given to perpetrators as well as victims.
- 8.3 All incidents that meet the definition of bullying will be recorded and included in the monthly return through SIMS.
- 8.4 If the problem persists, in line with the school's Behaviour Policy, the bully may be excluded from the school for a fixed term or even permanently.
- 6.2 If necessary and appropriate, the police will be consulted.
- 6.3 After an incident has been investigated and dealt with the situation will be monitored to ensure that repeated bullying does not take place.

9.0 Cyber Bullying

9.1 The Bramptons Primary School recognises that modern technologies are hugely important in communication and the way relationships are formed and developed. However we also understand that they can be misused and can be a powerful tool for bullies. Cyber bullying includes:-

- Sending threatening or abusive text messages.
- Creating and sharing embarrassing images or videos.
- The sending of menacing or upsetting messages on social media, chat rooms or online games (Trolling).
- Excluding children from online games or friendship groups.
- Setting up hate sites or groups about a particular child.
- Encouraging young people to self-harm.
- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.
- Sending explicit messages (sexting).
- Pressurising children into sending sexual images or engaging in sexual conversations.

9.2 To prevent and tackle cyberbullying the school will:-

- Teach children about responsible use of the internet and safe use of technologies and what to do should they feel threatened.
- Not allow mobile phones to be used in school by children. Mobile phones may be brought into school by prior arrangement with the Head Teacher but must be kept in the Teacher's desk or the School Office. Adults must only use their mobile phones in accordance with the Mobile Phone Policy whilst in school.

- Ensure that social networking sites are not available through the school computers unless they can be directly controlled by school staff.
- Only enable the children to use internal e mail systems that can be monitored by the Teacher.
- Provide parents with information on cyberbullying and how to stay safe online.
- Ask parents and children to sign up to the school's Responsible Internet Use Rules.

10.0 Bullying which occurs outside of school premises

- 10.1 Sections 90 and 91 of the Education and Inspections Act 2006 states that a school's disciplinary powers can be used to address pupil's conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupil's behaviour in those circumstances. This is more likely to apply to older children who are unaccompanied and are misbehaving, for example, outside local shops or on school or public transport. This does not apply in circumstances where they are in the care of a parent, or any person that a parent has asked to care for their child, as it would not be reasonable or appropriate in those circumstances for the school to regulate the child/children's behaviour.
- 10.2 In circumstances where it is reasonable for the school to regulate behaviour off of school premises, bullying incidents will be investigated and acted upon. However, the school can only implement sanctions on school premises or when the pupil is under the lawful control of school staff, for example on a school trip.

11.0 Support for Victims and Perpetrators of Bullying

- 11.1 The Bramptons Primary School recognises that bullying can have long term effects on both victim and perpetrator. In addition, we recognise that there are often complex issues that cause bullying – this does not excuse the actions of bullies but may need to be addressed if behaviour is to be modified.
- 11.2 To support children involved, the school may:-
- Make special arrangements in school to allow the children to feel that they are in a safe environment.
 - Use strategies such as peer mentoring and circle of friends to provide support;
 - Have a named member of staff as a 'go to' person.
 - Develop agreed support programmes with parents and children involved.
 - Where appropriate, seek advice from specialist bodies such as ChildLine, NSPCC and Mental Health Team.

12.0 Related Policies

- Anti-Bullying and Harassment Policy – NCC
- Behaviour Policy
- E-Safety Policy
- Safeguarding Policy
- Mobile Phone Policy

13.0 Equality Implications

There are no equality implications associated with the application of this policy. However, the school is conscious that children with protected characteristics may be more vulnerable to potential bullying.