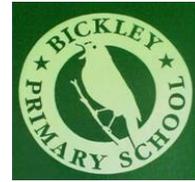


# Bickley Primary School

## Anti-Bullying Policy



The Anti-Bullying Policy at Bickley is a derivative of our Behaviour and Discipline Policy, which is reviewed annually.

We regard bullying as particularly serious and always take firm action against it.

We encourage children to stand up to and report any incidents of bullying.

**Bullying can be physical, verbal or emotional and by a single person or a group of people. It is a repetitive experience which causes distress at the time and a fear of repetition for the victim. It is an intentional and conscious act and can be verbal, physical, emotional or written – including cyber-bullying.**

Bullying is not when two children fall out and are upset or one comes off worst. Most incidents are of this nature and parents/carers need to understand that dealing with disagreements between friends is a part of growing up. All children tend to fall in and out of friendships but usually it is resolved and we can help them if needed.

### Incidents of bullying can include:

- Name calling
- Malicious gossip
- Damaging or stealing property
- Children being coerced into acts they do not want to commit
- Physical attacks, such as pinching, kicking, hitting or pushing
- Teasing
- Intimidation
- Extortion
- Ostracising
- Damaging school work and equipment
- Issuing threats

### Framework for Anti-Bullying

Prevention is better than cure. Through our school curriculum, Behaviour and Discipline Policy, PSHE Policy, E-Safety Policy, Home and School Agreement, Equal Opportunities and Race Equality Policy and School Council we:

- Promote good citizenship and reinforce positive behaviour and attitudes towards everyone in the school community
- Work for a caring, co-operative ethos in all aspects of school life where all pupils are valued and respected
- Ensure adequate provision in the playground, including playground friends
- Promote positive play times where there is equality of opportunity for all children to play
- Positively encourage caring
- Define and discourage bullying and give strategies to deal with it if it occurs
- Encourage children to take responsibility for their own behaviour

### **This is how Bickley deals with bullying:**

- We have a Behaviour and Discipline Policy which is reviewed annually
- We have clear rules and sanctions for all classes, which have been discussed at length with all children and which all members of the school community know about and operate
- Bullying is unacceptable and we say so. We tell all pupils that they have a right not to be bullied
- We encourage all children to 'tell' about incidents in which bullying takes place. We ensure an ethos in school where pupils feel safe and confident that if they tell an adult about an incident, it will be dealt with and not ignored and that all children involved are listened to
- We tell all children that they have a responsibility towards ensuring bullying is reported (standing and watching is regarded as encouraging bullying)
- We have half termly meetings with our Midday Supervisors to discuss and review their roles and responsibilities
- Playground incidents are dealt with by teachers, TAs and midday supervisors and class teachers are informed when appropriate. Teachers use their own discretion whether to record incidents in the Class Diary. Serious incidents are reported to the Senior Management Team and recorded in the Incident Folder in the HT's office.

### **If bullying is reported, the following strategies may be used as appropriate to the situation and age of the children:**

- Respond and take seriously any observations of bullying or any incidents disclosed
- Record incidents in the Class Diary or head teacher's folder
- Talk to victims/bullies separately/together as appropriate. Children who bully must face up to what they are doing and how it affects the victim and they will be given support to change their behaviour.
- If an incident of bullying occurs, the parents of all children concerned will be contacted by letter and a meeting will be held to discuss the consequences if necessary.
- Victims may be given help to be more assertive, and we tell children that they should say, 'Stop doing that, please – I don't like it' if someone does something to them that they don't like. These children will be given support to be able to prevent further problems and will be encouraged to say 'no', walk away and seek help if necessary, rather than fighting back.
- Find a support group of other children who will help those involved
- Children who bully will be encouraged to think about what it would feel like to be a victim and will be supported to change their behaviour
- Put sanctions for bullying behaviour in place, such as verbal warnings, withdrawal from playground for a period of time, verbal or written apologies to victim/ victim's parents/carers, loss of privileges, behaviour contract, fixed term exclusion (for repeated offences) and permanent exclusion (in very extreme cases)
- The member of staff who deals with the incident will monitor the situation in the succeeding weeks

The purpose of having an Anti-Bullying policy at Bickley is to ensure an open and honest approach which should help to diffuse any prospective problems, giving the children the possibility of solving a problem that could otherwise develop into a much more serious one. However, parents should also realise that some problems take a little longer to solve and that there isn't always a simple solution.