



## Anti-Bullying Policy

### Policy Statement

The school has a responsibility and a commitment to ensuring all members of its school community feel safe. It aims to create an ethos and culture of kindness and respect that permeates every aspect of school life. This policy sets out the measures in place to prevent all forms of bullying behaviour, and the role that school staff, pupils and parents play in this.

This policy will also include online, or cyber-bullying. This can be through social media, email, computer programmes or apps, and phones. It can be either directly or by posting things about a person to others or online. It is as serious as other forms of bullying behaviour and will be treated as such.

This policy will also apply to places and spaces outside of the school grounds, and times outside of the school day, where bullying behaviour can still happen e.g the journey to and from school; the local community; in extra-curricular activities and clubs and school trips.

This policy will also apply to adults, parents and staff, within the school community. We expect everyone to talk about, and to, children, staff and parents with respect and without prejudice. We want everyone to feel safe and respected within our school community.

### What is bullying behaviour?

Bullying behaviour is repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.

It can be:

**Verbal:** Repeatedly saying something mean to upset someone

**Indirect:** Repeatedly using actions or words behind someone's back or not directly to their face to upset them. This includes using technology e.g online or cyber bullying.

**Physical:** Repeatedly using body contact to upset, hurt someone or humiliate them.

### Our School Community

As a school community, we will work hard to ensure everyone feels safe, that any form of bullying behaviour is challenged and stopped, and all involved are supported.

As a school community, we will promote a culture of respect, where everyone feels included, where diversity is celebrated, where prejudice and hatred is not tolerated, and where discrimination is eliminated.

As a school community, we will always listen to concerns raised by children, parents or staff, and take the necessary action to stop any form of bullying behaviour. It is important that everyone feels they can speak out against bullying behaviour and it will be taken seriously.

As a school community, we will ensure everyone understands what bullying behaviour is, what it might look like, and how to recognise when it might be taking place. All staff receive annual Safeguarding training and regular updates through the year.

**Bullying behaviour, in any form, will not be tolerated at Burghclere Primary School.**

### **Prevention**

At Burghclere, we are committed to providing an environment and curriculum which promotes kindness, respect, positive attitudes to others, and a sense of belonging to a community in which everyone can feel safe and is able to thrive.

- Through our PSHE curriculum, which follows the SCARF programme, and daily assemblies, children will be given the opportunity to consider the thoughts and feelings of others and the impact their actions can have. They will learn about developing positive relationships, and the diversity within the community and the wider world, and respecting those who are different from ourselves. They will learn about the difference between teasing, conflict and friendship fall outs, and when they become bullying behaviours.
- Through our Computing curriculum, children will be taught about the importance of online safety. This will also include work around cyber-bullying, and the importance of using technology to communicate with respect.
- Staff will build positive relationships with children. This will enable them to recognise when something might be wrong and so they can support children with their feelings.
- School will provide an atmosphere where children feel secure about talking to staff if there is a problem or concern. 'Worry Monsters' are used if children want to communicate in writing, and the 'Zones of Regulation' chart so staff can see if a child is sad.
- The staff will also be particularly vigilant at the times, and in the places, where bullying behaviour may be more likely to occur, e.g. the playground. There is a Friendship Bench where children can go if they feel alone and would like an adult or child to talk to.
- The profile of anti-bullying is kept high through, for example, an annual anti-bullying week, anti-bullying ambassadors, an anti-bullying display board and related activities such as assemblies.

### **Dealing with a concern of bullying behaviour**

At Burghclere, if a concern about bullying behaviour is raised or brought to the attention of staff within school, it will always be taken seriously. The following procedures will be followed and written records will be kept.

- Reassurance will be given to the child that they have done the right thing by speaking out, and that the school will do whatever it can to enable the child to feel safe.
- A member of staff will always talk with the child and make written notes of what happened, when it happened and who was involved. They will share this with the child's class teacher and a member of the SLT.
- A member of the SLT will then investigate the concern further. This may involve talking to other children, staff and parents. Written notes of the investigation will be made and put onto CPOMS.
- Appropriate action will then be taken, this will include support for the victim and the perpetrator(s). Parents will be kept informed. Consequences may be given as per the school's Behaviour Policy.

- The aim of all action taken will be to ensure that the bullying behaviour stops; the victim feels safe; and the perpetrator(s) understands the impact of their behaviours and learns that these are not acceptable and must not happen again. This work will be proportionate to the age and development of the child and any Special Educational Need or Disability will be taken into consideration.
- The school recognises that in some cases the bullying behaviour may be the result of more complex circumstances, and the school may need to seek further advice or support for children involved. Children's Services may be contacted as per the school's Safeguarding policy, as bullying behaviour can be a form of peer-to-peer abuse, or an indicator that a child has been exposed to harm in some form, or their mental or physical health has been impacted.
- The school will continue to regularly check in with both the victim and perpetrator to ensure that the situation continues to move forward and all feel safe.

### **Anti-Bullying Ambassadors**

The school has a pupil group of Anti-Bullying Ambassadors- this is approximately 20 children from Y4-Y6 and 3 adults- the Headteacher and ELSAs. The Ambassadors are fully trained by the Diana Award. They understand what bullying is, how it can make others feel, how it can be recognised and what they can do to help. The Ambassadors have regular meetings and lead initiatives across the school throughout the year. They wear badges and wrist bands and have a notice board with photos and key information on to make them easily identifiable to other children. They will earn different badges through their work and liaise regularly with the Diana Award.

### **Anti-Bullying Week**

The week is an annual opportunity to raise the anti-bullying message and bring it to the forefront of all children's minds. The national initiative is followed in school with assemblies, work in classes and whole school awareness e.g wearing odd socks for one day to show we celebrate difference in our school.

### **Monitoring and Evaluating this policy**

To evaluate the effectiveness of this policy, the number of bullying incidents will be monitored and analysed by the SLT, and reported to the Governors each term; annual questionnaires to parents, staff and children will include questions around bullying; regular meetings with the anti-bullying ambassadors, ELSAs and SLT will discuss bullying behaviours.

This policy will be shared with Governors, staff, parents and pupils. It will be on the school website and on the Anti-bullying Ambassadors display board.

Written January 2024

Next review: January 2025

Further information and support can be found on the following websites:

[www.childline.org.uk](http://www.childline.org.uk)

[www.childnet.com](http://www.childnet.com)

<https://anti-bullyingalliance.org.uk/>