



ANTI-BULLYING POLICY

Policy adapted - November 2018

Policy review - November 2020

Signed _____

Headteacher (A. Allison)

Governor (S. Strong)

This policy was disseminated to *Governors, Staff*, (for inspection in the school office).
Location - copies of the policy can be found in the policies folder in the office.

1. Introduction

Broomfield School is committed to provide a caring, friendly, and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows bullying is happening is expected to tell the staff. Bullying is not acceptable for any member of the school community.

2. Objectives of this policy

- All governors, teaching and non-teaching staff, parents and pupils should have an understanding of what bullying is.
- All governors, 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 when bullying arises.

The Anti- Bullying Policy links directly to the Behaviour Policy, Safeguarding Policy and Acceptable Use (ICT Policy).

3. Definition of Bullying

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally” (DFE- Preventing and tackling Bullying).

Bullying is not when two people have a disagreement or fallout over something.

Our children learn the STOP Definition that bullying is Several Times On Purpose

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, hitting, kicking or using any kind of violence.
- Verbal - name calling, sarcasm, spreading rumours, teasing.
- Cyber- all areas of the internet, email and internet chat rooms misuse, mobile text threats, misuse of camera and video facilities

Bullying can take many forms. It can be related to:

- Race, religion or culture
- Sexual Orientation or perceived orientation (Homophobic & Biphobic)
- Sexual or sexist nature
- Disability or SEN
- Appearance or Health
- Family Circumstances
- Gender Identity (including Transphobic bullying)

4. Signs and Symptoms

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of the possible signs and should investigate if a child:

- is frightened of walking to/from school
- doesn't want to go on the school/public bus
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn, anxious, lacking in confidence
- has nightmares
- feels ill in the morning
- begins to under achieve at school
- comes home with clothes torn or damaged
- has possessions which are damaged or go "missing"
- unexplained cuts and bruises
- becomes aggressive, disruptive or unreasonable
- is bullying siblings or other children
- stops eating
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

5. **Reporting and responding to bullying**

- Bullying should be reported to a member of staff. This can be done verbally by any adult or child or in writing.
- Incidents in school should be dealt with by a member of staff, on a sliding scale of responses in line with the schools behaviour policy and recorded on a pastoral form. Any incident will be treated seriously and will be investigated and logged. A copy of the pastoral form should be given to the Headteacher too. These forms are monitored regularly to identify any patterns.
- The Headteacher will be responsible for co-ordinating the recording system and analysing patterns /trends.
- Where bullying behaviour continues, parents of both children will be informed and asked to come into school to discuss the problem.
- If necessary and appropriate, police will be consulted.
- Provision will be made to support the target and to work with the child who has bullying behaviour on how to behave in an appropriate manner. This may take the form of school nurse support, counselling or friendship groups being created in school.
- If bullying persists, action will be taken in line with behaviour sanctions. The target may be offered one to one support from a staff member. All events will be logged by the Head teacher.

Where bullying outside school is reported to school staff, it should be investigated and acted on. Police may be informed or consulted if a criminal offence has been committed.

The policy will be reviewed every two years and discussed with the staff through staff meetings. Training will be given to ensure that the policy is effective. It will be reviewed and discussed with parents through bulletins and the school website as to whether it is effective.

6. **Strategies for preventing bullying**

At Broomfield School we do the following to prevent bullying:

- School code of conduct
- Classroom rules
- Displays
- Achievement assemblies
- Friendship stop
- Circle time
- P.S.H.E. lessons

- SEAL stories
- Citizen lessons
- Anti-Bullying Week activities
- Child friendly anti bullying policy
- Super leaders
- Promoting positive lunchtime behaviour
- Peer support schemes