

ANTIBULLYING

STATEMENT OF PRACTICE



Version Control

Current version	Previous version	Summary of changes made
Nov 25	Nov 23	Policy reviewed and checked in consultation with Julie Cheung (Headteacher).
Nov 23	Nov 21	Policy reviewed and checked in consultation with Julie Cheung (Headteacher).
Nov 21	Oct 19	Policy reviewed and checked in consultation with Julie Cheung (Headteacher).
08 Oct 19	07 Nov 17	Policy checked – Page numbers added.
07 Nov 17		Policy amended to new format.
22 Nov 16		Policy reviewed and rewritten in consultation with Georgina Ryding.

Brownlow Fold

Anti Bullying Statement of Practice

Aims

- To develop a common understanding of what is meant by bullying
- To outline our whole school approach to bullying
- To define bullying behaviours including those specific to cyberbullying
- To outline the schools responsibilities in dealing with bullying
- To set out the guidance for School, Teachers, Parents and Children on how to deal with bullying
- To explain how the school will share the information in this policy with parents and children
- To give details of where further help and information can be found

Every member of staff and member of the Governing Body is committed to ensuring that all children feel safe in school and this is reflected in our Mission Statement.

Tackling the issue of bullying forms a key part of this work.

Staff at Brownlow Fold also work to help children develop the skills they need to keep themselves safe beyond the school gates, both now and in the future.

This policy has been written to provide information and guidance on how Brownlow Fold School will prevent and tackle bullying.

The school has full regard for the following documents which provide advice and guidance for headteachers, staff and governing bodies in matters relating to bullying.

- DfE: Preventing and tackling bullying Advice for headteachers, staff and governing bodies
- DfE : Searching , screening and confiscation
- DfE(in association with Childnet International) Cyberbullying- A whole-school and community issue.

What can be defined as bullying behaviour?

Bullying behaviour is almost always persistent. It can involve the use of power in order to control or hurt others. It can be an individual or a group of children who demonstrate these behaviours. It shows itself in different ways:

- Name calling, ridicule, humiliation
- Hate Crime , which may include behaviours outlined below
- Racist taunts, gestures
- Intimidation. teasing and tormenting
- Stealing or breaking someone's things.
- Pushing, hitting or other acts of physical aggression.
- Frightening someone into doing things they don't want to do.
- Unwanted physical contact or abusive comments of a sexual nature, including homophobic comments or actions.

Cyberbullying

Cyberbullying is the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature. With online technologies accessible 24 hours a day, cyberbullying can be relentless. It can also intrude on spaces that were previously personal, for example at home; it can feel that there is no escape from it. It is really important that parents and school work together to support children in this area.

Bullying or Falling Out?

We know that there are many occasions where children fall out and argue. We encourage the children to solve problems, to make friends and work together. Our pastoral support and curriculum, support the children in developing the skills they need to deal with these issues.

It is important for school and families to help children to recognise the difference between a falling out with a friend and bullying so that bullying can be dealt with properly. If the word bullying is used for all disagreements then it is harder for children to identify when bullying is taking place.

We are very aware that incidents of bullying can (and do) take place. These are usually quite complex incidents and require close and long-term pastoral input and support.

It is fair to say that all parents are concerned about the effect of bullying on their own children, however, they are less likely to envisage their child as the bully. At Brownlow Fold School we provide help and support for both the victim and the bully.

Identifying the Problem

Children who are being bullied at school will not always be prepared to tell those in authority. However, when a disclosure is made it should always be treated seriously. Signs of bullying might include:

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions
- Refusal to talk about the problem.
- Being easily distressed.
- Damaged or incomplete work.

Staff will be able to use their knowledge of pupils to identify changes in their behaviour that might indicate bullying.

What our children say

We regularly ask our children about bullying in school. They tell us that there are relatively few instances of bullying in school, but when it does occur it is usually dealt with very well. Children also tell us that they feel safe in our school.

Our approach to bullying

- At Brownlow Fold we make it very clear that bullying is always unacceptable and that is always taken seriously. This is reinforced in whole school, class and group situations. It is given high priority by the Headteacher and all staff.
- We use our PSHE curriculum to provide a systematic framework in which to address bullying issues.
- We make good use of 'Anti-bullying' weeks.
- We teach the children specifically about cyberbullying through the computing curriculum as part of an overall e-safety strand.

- We provide information and training for our parents on understanding Cyberbullying.
- We make every effort to reinforce the important message 'if you feel you are being bullied you need to TELL someone', and we work to ensure all children have strategies to do so.
- We LISTEN and RESPOND to concerns.

We will immediately take steps to stop the bullying and to ensure the well-being of those being bullied, those who may observe the behaviour and those who may be affected by it.

We recognise that bullying can be the result **of**, or result **in**, low self-esteem, poor academic achievement, isolation and depression. Bullying is never a good thing - it is damaging to both the victim and the bully.

What is the schools responsibility to deal with bullying – including cyberbullying that happens outside the school premises?

The Department for Education say that: Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

It is within this remit that we will deal with cyberbullying incidents if they are brought to the attention of the school.

What should a parent do if they think their child is being bullied?

- Stay calm and reassure - talk to your child to find out as much information as possible. Write down what the child has said to ensure an accurate report is given to the school. Be factual.
- Contact school - either the class teacher or head teacher. Make an appointment to see someone as soon as possible. Explain briefly - try to stay calm.
- Give the school time to investigate the allegation in full. This will be done immediately, but can take up to a day.
- Meet with the teacher or Headteacher to discuss the outcome and find out what measures have been taken and what further preventative measures will be put in place.
- Experience tells us that making direct contact with the alleged bully or the family of the alleged bully rarely solves the problem. In fact it often makes matters more difficult.
- In instances of Cyberbullying:
 - Make sure that your child does not retaliate or return any messages
 - Try to keep relevant evidence – it may help with the investigation
 - Take steps to prevent re-occurrence. See the section below 'finding more information.'

When a case of bullying is reported to a class teacher they will inform the Headteacher who will ensure that the appropriate member of staff takes the lead in managing the incident. Where a case of bullying is identified directly by the school, the same process will be followed.

What will the class teacher/school do if an incident of 'bullying' occurs?

- Stay calm, take the incident seriously and act immediately on report of any incident.
- If a staff member is informed by a pupil/parent/other staff member that an incident of bullying has occurred they must immediately inform the headteacher having first completed the bullying investigation log.

Brownlow Fold Primary School Bullying Investigation Incident Log

Date and Time	Name (and other details)	Account of individual(s) alleged to be experiencing bullying (nature, location, triggers, type of, etc)	Action taken in school	Parents informed?
		Who: What: Where: When: Were there any witnesses? What is the pupil's account and/r perspective? Your professional opinion (where relevant): Any other relevant information (distinguish between fact and opinion): *E.g. previous concerns:		
Letter shared with parents/carers				

- If the incident is defined as bullying then the Headteacher and in their absence the deputy head teacher will investigate the incident fully to ascertain exactly what happened
- Asking the victim about the events
- Asking the bully their account. Ask about what happened and why it was done?
- Where there is disagreement ask for independent witnesses.
- Asking colleagues for any information which might be relevant / helpful.
- Reassuring the victim that they will make every effort to stop the bullying and the importance of reporting any further incident to the teacher immediately.
- Reassuring the victim that they have done the right thing and that bullying is not tolerated in school.
- The class teacher will observe and work with the victim and the bully carefully for at least two weeks. If the incident appears to be resolved they will review again after ½ term.
- The class teacher will ensure the incident is logged factually both on the bullying investigation log and CPOMS and include the subsequent actions.
- The class teacher will agree a further meeting (if required) with the parents to decide if the incident can be closed or needs further action.
- In instances of Cyberbullying, where the bully is not a member of the school community, the Headteacher will make every effort to ensure the relevant agencies are informed.

How can teachers and parents help children who are the victims of bullying?

- Provide lots of reassurance and tell them that the bullying is not their fault.
- Tell the victim that you will make every effort to stop the bullying.
- Work on activities, which will increase the child's confidence and self-esteem.
- Practise "assertive" role play activities e.g. how to say "no", how to walk away etc

- Encourage the child to consider all the things they are good at and can do well.

What can you do if you realise you are bullying?

- Children bully for lots of different reasons and sometimes when children realise that they are doing it they do not know how to stop.
- If you find yourself in this situation then the most important thing to do is to ask for help from an adult.
- This adult will then talk to you about what is happening and support you as you stop.
- Bullying is never OK in school, but if you are trying to do the right thing then someone will always help you. The next section tells you how the school will do this.

How will the school work with the bully?

- Involve parents at early stages.
- Explain to the bully the sanctions, which are to be imposed, and the reasons.
- Recognise that any damage caused is the responsibility of the bully and take steps to ensure any damage is put right.
- Recognise good behaviour shown by the bully
- Work within the school's curriculum to focus on these issues of social and personal development. e.g. Circle time, PSHE, class discussions, assemblies etc.

We will work with the child to change the behaviour and find the reasons behind it.

What can parents do if their child is the victim?

- Give plenty of reassurance to the child that the incident is not their fault
- Remind him/her to inform you and the teacher of any worries /concerns in the future
- Build up his/her self-esteem and confidence by praising the things done well.
- Give plenty of responsibility and opportunities to do well
- Teach him /her how to be assertive (not aggressive) in certain situations i.e. how to use a simple response, how to walk away, how to diffuse a situation
- Cooperate with school and monitor over a period of time

What can parents do if their child is the bully?

- Find out whether your child understands the actions were unacceptable and understands the impact of these actions on the other child.
- Try to find out why the child has been bullying and what he/she thinks might stop the bullying in the future
- Discuss with the child ways of putting right the damage, which has been done. Carry through your decision.
- Reassure the child that you still love them, give lots of praise for good behaviour
- Show them how to play and join in with others
- Ensure all adults in the family set a good example in their own behaviour
- Work with the teachers to ensure all adults are working positively with the child to modify his /her behaviour

How will we share this information with parents and children?

Where can I find further information?

- Thinkuknow is an excellent website with resources specifically focused on e-safety and cyberbullying
<http://www.thinkuknow.co.uk/>
- Antibullying Alliance provides information for parents and children.
<http://www.anti-bullyingalliance.org.uk>
- ChildLine is a private and confidential service for children and young people up to the age of 19. You can contact a ChildLine counsellor about anything -no problem is too big or too small. The telephone number is 0800 111. Calls are free. Childline can be found online and they can be contacted by e-mail

Whilst Cyberbullying may happen outside of school, we will work with our families to tackle the issue just as we would with other instances of bullying.