

# BUSHBURY HILL PRIMARY SCHOOL



## Anti-Bullying Policy



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### **Aims of the policy**

- To prevent any Bushbury Hill pupils experiencing bullying
- To give staff and children clear guidelines to help prevent bullying
- To help make our school a safe and happy place.

At Bushbury Hill we recognise that we need to eradicate all forms of bullying. It can lead to a lack of confidence and self-esteem and is harmful to both the victim and the bully.

### **What is Bullying?**

*“A person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.”*

At Bushbury, we recognise that there is no hierarchy of bullying, all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that all children have disagreements with each other and friends fall out from time to time, this is not usually bullying.

### **The main types of bullying:-**

1. Physical – hitting, kicking, taking or hiding belongings.
2. Verbal – name calling, teasing, insulting, writing or sending unkind notes (including cyber-bullying, see later in policy)
3. Emotional – being intentionally unfriendly, giving tormenting looks, excluding, spreading rumours.
4. Cyber – misuse of email, internet chat rooms or social media or inappropriate messages relayed via mobile phone calls or texts.
5. Racist – racial taunts, graffiti, gestures.
6. Sexual – unwanted physical consent or sexually abusive comments.
7. Homophobic – because of, or focussing on the issue of sexuality.

### **What will adults at Bushbury Hill do?**

- Try to notice if children are isolated and upset
- Try to find out the reasons for children being isolated or upset
- Listen to children and take their concerns seriously
- Inform the Head teacher, a member of the SLT or Learning Mentors with the child's knowledge.
- Use PSHE lessons and class councils to help address general issues about bullying.
- If bullying has been identified, the school will support the victim to ensure that their fears and worries are being appropriately dealt with and they are happy at school and work with the bully to ensure that they understand the impact of their actions and do not continue bullying behaviour.

### **What should children at Bushbury Hill do?**

- Tell an adult if they feel they are being bullied – either verbally or using the Beehive Worry Box.
- Tell an adult if they feel someone else is being bullied.
- Ask for help if they feel they are bullying.

### **What will the Head teacher do?**

- Implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- Reports to the Governing Body about the effectiveness of the anti-bullying policy, on request.
- Ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong and why a pupil is has a consequence for their behaviour.
- Ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- Records any incidents of bullying using CPOMS .
- Notify staff about any incidents – teachers, support assistants , office staff as necessary.
- Liaise with parents/carers of children involved.
- Decide on actions to be taken – e.g. how we can support children involved and what penalties may be imposed (see behaviour policy).
- Monitor incidents to clearly identify where there have been problems and to put strategies into place if bullying has been identified.

### **What will the parents do?**

- Parents who are concerned that their children might be being bullied, or who suspect that their child may be the perpetrator of bullying, should speak to a member of staff immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **What the school will do to promote a clear anti bullying message?**

- Have an anti-bullying policy that is shared with children every year.
- Have activities and events during anti bullying week.
- Hold an anti-bullying assembly at least twice a year.
- PSHE lessons will include anti bullying information.
- Remind children that bullying is 'Several Times On Purpose' – STOP!
- Have anti-bullying displays which are clear to all children in school

### **Equal Opportunities**

All children irrespective of race, ability, gender, age or religion will be treated equally in matters regarding bullying. All children have a voice and have the right to be heard and to enjoy school – free from bullying.