

Aims:

- To raise awareness within the school community of the nature and effect of bullying, and continue to develop an anti-bullying ethos.
- To give a clear message that bullying is not to be tolerated.
- To encourage the reporting of bullying and harassment.
- To ensure that bullies, victims, witnesses, etc., are aware that positive action will always be taken.
- To develop a partnership with parents in dealing with bullying.

Boxmoor Primary School is a caring community where children and adults should feel physically and emotionally safe. We believe that all pupils have the right to learn without the fear of being bullied. Bullying is in direct conflict with the ethos of care and respect fostered by our school. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour that it is wrong and will not be tolerated.

NATURE AND DEFINITION OF BULLYING

What is Bullying?

In our school we have defined bullying as deliberately hurtful behaviour, by an individual or a group. It is repeated over a period of time, and is difficult for those being bullied to defend themselves.

(**STOP**: it happens **Several Times On Purpose**)

It can result in worry, fear, pain and distress to the victims and is undertaken solely to give a feeling of power, status or other gratification to the bully.

What is *not* Bullying:

It is important to understand that bullying is not the occasional falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. When occasional problems of this kind arise, it is not classed as bullying but may be recorded in the class behaviour book. It is an important part of children's development to learn how to deal with friendship breakdowns and develop social skills to repair relationships, and these skills are regularly taught through PSHE and assemblies.

Types of Bullying

Bullying can take the form of several types of anti-social behaviour. It can be:

Racist Bullying

Racist bullying can be defined as '... treating someone differently, or an offensive action against a person simply because of their skin colour, culture, religion, nationality or ethnic origin. (bulliesout.com 2015)

All children are encouraged to explore appropriate and acceptable attitudes towards religious and cultural differences through such curriculum activities as Values Education, RE, PSHE, Geography, History and Global Citizenship (including Black History Month)

Homophobic Bullying

This can be defined as bullying that is motivated by a prejudice against lesbian, gay, or bisexual people. It can take many forms: verbal abuse including the spreading of rumours; physical abuse; cyber-bullying

Children and staff at Boxmoor School will:

- know that homophobic language will not be tolerated
- understand that homophobic language is offensive
- understand the effects of homophobic language can have on others
- understand that such language will incur the school's behaviour sanctions

Cyber Bullying

Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. (stopbullying.gov 2015)

a) Physical:

A child can be physically punched, kicked, hit, bitten, spat at, etc.
Or intimidated by the aggressive use of body language.

b) Verbal: (or written)

This can take the form of name calling, sarcasm, aggressive or obscene language, spreading rumours, threats, teasing etc.

It may be directed towards gender, ethnic origin, religion, physical/social disability, personality, special educational needs etc.

c) Emotional:

A child can be bullied simply by being excluded from discussions or activities, unfriendliness towards them, ridicule or humiliation.

d) Damage to Property or Theft:

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

e) Sexual:

Sexual unwanted physical contact or sexually abusive or sexist comments, including homophobic remarks.

VIGILANCE, REPORTING AND RESPONSE

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect, their differences accepted and tolerated. Pupils who are bullying need to learn different ways of behaving.

Objectives:

Our school includes the following strategies for dealing with bullying:

We set the right ethos by:

- Promoting our Behaviour Policy, Classroom, Playground and Dining Room Rules.
- Giving clear, explicit and consistent messages that bullying is unacceptable.
- Regularly raising awareness among children, members of staff, governors and parents as to what constitutes bullying and how we deal with the issues relating to it.
- Providing opportunities for the children to discuss, share and develop strategies in order to avoid becoming a target of bullying behaviour.
- Evaluating school practice and organisation to identify anything that might allow bullying to grow.
- Supporting our anti-bullying policy through appropriate staff and curriculum development.

We raise awareness of bullying by:

- Focussing on bullying as part of PSHE within the classroom.
- Highlighting bullying as an issue in School Assemblies and through focus days/weeks. E.g. Anti-Bullying Week.
- Involving older children working with the younger pupils in "buddy" systems/ Peer Mediators/ School Councillors, House Captains.
- Displaying anti-bullying posters.
- Communicating with parents.

We encourage the reporting of bullying by:

- Having an 'open door' policy for pupils and parents to report bullying, feeling secure in the knowledge that they will be taken seriously
- Ensuring that pupils know how important it is to report any aspects of bullying they have witnessed. (Role of The Bystander)
- Ensuring that pupils know who they can talk to about any aspect of bullying (any member of staff that they feel comfortable talking to)
- Providing opportunities to explore concerns about bullying, e.g. PSHE lessons, Anti-Bullying weeks, Circle Time, School Council meetings- (where concerns about bullying can be discussed on a regular basis. and any specific or general concerns about bullying in school can be put into the school council agenda)
- Acting promptly and fairly to suspected incidents of bullying behaviour

If bullying is suspected we will:

- Talk to everyone involved, ensuring all points of view are heard. Notes made in pink behaviour book.
- Identify the children who are responsible and talk about what has happened, to discover why they became involved.
- The problem will be identified and a possible solution suggested. The children involved will be encouraged to be reflective about their actions, empathising with those involved.

- If bullying has taken place, staff will make it clear that bullying behaviour is not tolerated at Boxmoor Primary School.
- Sanctions outlined in the Behaviour Policy will be implemented.
- All incidents of bullying must be reported to recorded by the Head Teacher in the Bullying record file.
- Parents will be informed.
- The situation will be monitored to ensure repeated bullying does not take place.

We support bullied children by:

- Ensuring primarily that we identify them as soon as possible and as such we need to be aware of likely signs and symptoms. Although the following may indicate other problems, the possibility of bullying should be considered if the child:
 - *is frightened of walking to or from school*
 - *changes their usual routine*
 - *is unwilling to go to school*
 - *becomes withdrawn anxious, or lacking in confidence*
 - *starts stammering*
 - *has difficulty sleeping*
 - *feigns illness*
 - *begins to do poorly in school work*
 - *has clothes or possessions which are damaged or missing*
 - *asks for money or starts stealing money*
 - *has unexplained cuts or bruises*
 - *becomes aggressive, disruptive or unreasonable*
 - *is bullying other children or siblings*
 - *stops eating*
 - *is frightened to say what's wrong*
 - *is afraid to use the internet or mobile phone*
 - *is nervous and jumpy when a cyber message is received*
 - *gives improbable excuses for any of the above*
- Assuring the victim that they have the right to feel safe.
- Restoring self-esteem and confidence
- Providing support and advice for the victim e.g. pupil support groups, individual counselling, peer mediation.
- Fostering healthy and appropriate friendships within the school especially for the more isolated pupils.
- Providing peer support and encouraging friendships between older and younger children.

PREVENTION AND THE CURRICULUM

We link Bullying to the curriculum by:

- Addressing issues through work undertaken in areas such as language, drama and PSHE e.g. discussion, role-play, recognising and writing about feelings and experiences.

- Planning classroom activities and sports, which give opportunities for collaboration, co-operation and teamwork rather than winning at all costs.
- Providing resources to ensure they reflect the anti-bullying and positive behaviour ethos.

We actively seek to change bullying behaviour by:

- Making the person responsible accountable for his or her behaviour. (In conjunction with our Behaviour Policy)
 - *discussing what happened*
 - *discovering why the pupil became involved*
 - *establishing the wrong doing and need to change*
 - *informing parents or guardians to help change the attitude of the pupil to prevent further occurrences*
- Providing support to help children cope better with situations involving conflict e.g. Calming down strategies, Time-out areas etc
- Running a reward scheme for positive behaviour (House Points)
- Taking advantages of a "Buddy" system in both class and playground environments, to encourage codes of good behaviour throughout the school. (The playground buddies actively help to prevent bullying. They are trained how to help others solve disputes without taking sides.)

We ensure that the Policy is communicated effectively by:

- Ensuring that all members of the school community know what to do if they encounter any form of bullying. (See Appendix)
- Making sure that new members of staff become familiar with the school's approach to bullying.

We involve the whole school community by:

- Encouraging children to set a good example at all times.
- Endeavouring to identify and support vulnerable children.
- Emphasising that everyone has a role to play in eradicating bullying.
- Working in partnership with parents.

Monitoring and Evaluation

To ensure this policy is effective, the Head Teacher reports incidents of bullying to the Governors in the termly Head's Report. It will be regularly monitored and evaluated.

Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents' comments and bullying incident forms will be used to gauge the effectiveness of the policy. Following an annual review, any amendments will be made to the policy and everyone involved will be informed. This policy will be made accessible to all parents on the school website and copies will be made easily available in the school office.

Responsibility for the Policy

This policy has been approved by the Governors. It extends to all school-based activities both on and off site. The school cannot be held responsible for incidents which occur out of the specified criteria, including children's journeys to and from school, however, we would ensure parents are informed of any incidents brought to our attention.

Help Organisations

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children may find useful.

Name of organisation Telephone number and Website

Act Against Bullying 0845 230 2560 www.actagainstbullying.com
Advisory Centre for Education (ACE) 0207 704 3370 www.ace-ed.org.uk
Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk
Anti-bullying Network 0131 651 6103 www.antibullying.net
Beatbullying 0845 338 5060 www.beatbullying.org.uk
Bully Free Zone 01204 454 958 www.bullyfreezone.co.uk
Bullying Online 020 7378 1446 www.bullying.co.uk
Childline 0800 1111 (helpline for children) www.childline.org.uk
Kidscape 020 7730 3300 (general enquiry number) www.kidscape.org.uk
08451 205 204 (helpline for adults only)
NSPCC 0207 825 2500 www.nspcc.org.uk
Parentline Plus 0808 800 2222 www.parentlineplus.org.uk
The Children's Legal Centre 0800 783 2187 www.childrenslegalcentre.com
The Office of the Children's Commissioner
0844 800 9113 www.childrenscommissioner.org.uk
UK Government Website not available www.direct.gov.uk
Advisory Centre for Education (ACE) 0808 800 5793
Children's Legal Centre 0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Bullying Online www.bullying.co.uk

What can children do if they are being bullied?

Regularly during PSHE lessons or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- a) Remember that your silence is the bully's greatest weapon.
- b) Tell yourself that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Be assertive – shout "No!". Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse.
- h) Generally it is best to tell an adult you trust straight away. You will get immediate support.
- i) Teachers and other members of staff will take you seriously and will deal with those who are bullying in a way which will end the bullying and will not make things worse for you.

What do you do if you know someone is being bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Members of staff will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a person who is displaying bullying behaviour.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual

standard.

b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.

c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.

d) If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the person involved. Please inform school immediately.

e) It is important that you advise your child not to fight back. It can make matters worse!

f) Tell your child that it is not their fault that they are being bullied.

g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.