



*Family, Faith and Fascination*

# **Anti-Bullying Policy**

## **Boutcher C.E. Primary School**

Reviewed by: Ashlie Dixon

Last reviewed during: Autumn 2019

Next review due by: Summer 2021

**Rationale:**

All Southwark Schools believe that everyone has the right to be respected and the responsibility to respect others.

As a Christian school we have a particular duty to nurture all individuals as children of God and to ensure they feel safe in our care.

**Boutcher's Beliefs:**

- Bullying of any kind is unacceptable
- All children have the right to feel safe, be respected and learn
- All children have the right to work and play without fear, harassment or intimidation
- Children who believe they are the victims of bullying will be supported
- The school will work to reduce the negative effects of bullying on work and behaviour

**Aims:**

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

At Boutcher, we aim to:

- create a positive, encouraging atmosphere throughout the school which embraces our Christian values and helps us to work together in co-operation, courtesy, care and consideration
- build trust and understanding
- make all pupils and staff feel valued and respected, recognising that each person is individual, unique and special to God
  - create an awareness of how our actions and behavior have an impact on those around us
- help children develop their understanding and ownership of their behaviour and accept their behaviour as a choice
- Use appropriate rewards and sanctions fairly and without prejudice.
- have positive relationships with parents and a supportive, welcoming attitude to all visitors
- have consistent and fair relationships between staff and pupils
- Staff to lead by example - to praise good behaviour and deal with the inappropriate behaviour (in line with the Behaviour Policy)
- All Governors, teaching and non-teaching staff, pupils, and parents/guardians will have an understanding of what the School's Behaviour Policy is and how inappropriate behaviour is dealt with.
- All staff and pupils will report any concerns of bullying
- Pupils, parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, assemblies, and Anti-bullying week) and proactive teaching strategies such as PSHE and RSE lessons that will explore positive behaviour, feelings,

managing our actions etc. will be used throughout the school to reduce the opportunities for bullying to occur.

## **Equal Opportunities Statement**

At Boucher School we are committed to ensuring all children feel safe, having regard to ability, social and cultural background, physical and emotional needs.

## **What is bullying?**

There is no legal definition of bullying.

Bullying is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

(Taken from DfE)

## **Bullying can be:**

- **Emotional** – being unfriendly, excluding, tormenting ( e.g. taking or hiding someone's things, threatening gestures) ridicule, humiliation
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- **Physical** – pushing, kicking, hitting, pinching or any other forms of violence
- **Racist** – racial taunts, graffiti, gestures, making fun of culture or religion
- **Sexual** – unwanted physical contact or sexually abusive or sexist comments
- **Homophobic** – because of/ or focussing on the issue of sexuality
- **Online/Cyber** – setting up 'hate websites,' sending offensive text messages, e-mails and abusing the victim via their mobile phones

- Any other unfavourable or negative comments, gestures or actions made to someone relating to their disability, special educational needs, culture, religion, gender or perceived area of weakness.

### **Where does bullying happen?**

- It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school. In such cases the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

### **Role of Parents:**

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

- Always take an active role in your child's education. Enquire how their day has gone, communicate on a regular basis with the class teacher etc.
- Look out for unusual behaviour in your child for example they may suddenly not wish to attend school, feel ill regularly in the morning, stops eating, begins to underperform at school or not complete work to their usual standard.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your concerns will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not take matters into your own hands by approaching that child on the playground. Please inform the school immediately.
- Tell your child that it is not their fault they are being bullied
- It is important that you advise your child not to fight back. It can make matters worse!
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. We can work together to solve the problem.

### **Procedures for Reporting and Responding to Bullying Incidents:**

All staff will respond consistently to all allegations and incidents of bullying. These will be reported verbally to the head teacher and a written statement given.

All those involved will have the opportunity to be heard, notes will be made which the Head teacher may decide need to remain in the child / children's file until such time that all parties are satisfied the issues have been resolved. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

### **The following step by step procedure will be used for reporting and responding to bullying allegations or incidents:**

1. Report all bullying allegations immediately to class teacher or member of the Leadership team. Record incident in writing.

2. The victim will be reassured and made to feel safe
3. Staff will listen and speak to all children involved about the incident
4. The problem will be identified and possible solutions suggested
5. Staff will engage the victim/s and bully/bullies in making choices about how the matter is resolved.
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
7. Staff will reinforce to the bully that their behaviour is unacceptable
8. The bully/bullies will be asked to genuinely apologise when appropriate. Other consequences or sanctions may be put in place if necessary.
9. Support will be given to help the bully/bullies understand and change his/her behaviour
10. Where deemed appropriate the Head teacher will invite the parents of the child who is bullying to come into school for a meeting to discuss the problem.
11. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
12. All incidents of bullying will be recorded on the school's file and kept confidentially.
13. In severe cases, bullying may need to be reported to external agencies.

**The following sanctions may be used:**

- Verbal reprimand by the Head teacher
- Apologise to the victim/s verbally or in writing
- Loss of privileges e.g. playtimes, fun activities in school etc. not essential to the curriculum
- Involving parents where appropriate
- The use of a behaviour contract (to be checked regularly by senior staff)
- Be removed from class for a set period of time (internal exclusion)
- In more serious cases a fixed term inclusion may be necessary.
- Reports of incidents of bullying are reported to the Governors (termly) by the Head teacher.
- In extreme cases, a permanent exclusion may be necessary. The local authority Exclusions Policy will be used as guidance in such circumstances and this will be monitored by the Governors.

**Creating an anti-bullying climate in school:**

We promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social wellbeing and include and support each other regardless of culture, gender, academic or physical ability. This will be achieved through our ethos, assemblies, the curriculum, PSHE and RSE, Anti-Bullying week, the work of the Learning Mentors and the Pupil Development Centre.

**Monitoring:**

We are happy to share our Anti-Bullying Policy with staff, parents and governors.

All staff are given the policy, its importance is explained and staff are given the opportunity to comment on the policy. All staff are made aware of the characteristics of bullying and know that they have duty to report any suspected cases of bullying to the Senior Leadership Team.

This policy can be found on the School website and a hard copy can be requested from the School Office.

**Review:**

It is the responsibility of the Head teacher to oversee and organise the monitoring and evaluation of behaviour in the school.

The Governing Body is responsible for overseeing, reviewing the Behaviour Policy, along with Anti-Bullying and Equal Opportunities Policy.