

# ***Bicker Preparatory School and Early Years***



## ***Anti-Bullying Policy***

## **Statement of Intent**

At Bicker Preparatory School, in line with our Behaviour and Safeguarding policies, our school recognises that different strategies will be effective in different circumstances and we adopt a zero tolerance to bullying of any kind. We believe that our pupils have the right to be educated in an atmosphere that is safe and free from fear.

In line with the Equality Act 2010, we do not tolerate any kind of discrimination at Bicker Preparatory School. This includes bullying that may be discriminatory in origin. We use the Anti-bullying Alliance 'All Together' strategy to educate children against discrimination, in order to ensure that we provide a safe, supportive environment which is free from bullying behaviour. This is given top priority at Bicker Preparatory School.

We are committed to providing a caring, friendly and safe environment for all of our pupils regardless of race, ethnicity, sexuality, academic ability, disability or gender. We ensure that children can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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 that bullying is happening, is expected to tell the staff. This is supported and encouraged through our PSHE curriculum and in our use of pupils as 'Friendship Monitors'

The named contacts for anti-bullying are Mrs Anne Daynes and Mrs Joanne Hubbert

## **Objectives of this policy**

- The Management Team, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- The Management Team, 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 if bullying arises
- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated
- All pupils will be educated on what they can do if they feel they are being bullied (see Appendix 1)

## **What is bullying?**

Bullying is behaviour that deliberately makes another person feel uncomfortable, distressed or threatened. Bullying is repeated over time. (Several times on purpose)  
Bullying makes those being bullied feel powerless to defend themselves.

## **Why are we against bullying?**

'Every Child Matters'..... because:

- Everyone has the right to feel welcome, secure and happy
- We should treat everyone with consideration in order to support our school values
- Bullying is against the law

## **What types of bullying are there?**

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour, someone may do something so that someone else gets the blame)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)

- Cyber (all areas of internet, email and internet chat room misuse)
  - Mobile threats by text messaging and calls
  - Misuse of associated technology i.e.: camera and video facilities including those on mobile phones, blackmail and humiliation by use of photographs or video on internet sites
- Racist (racial taunts, graffiti, gestures)
- Sexual
  - unwanted physical contact, sexually abusive comments
- Homophobic
  - focussing on the issue of sexuality
- Special needs and disability (physical, sensory or hidden, autism, dyslexia)
  - Mimicking
  - Fiddling with aids
  - Neglecting
- Gender and gender identity (See also our Equality and Diversity Policy)
  - Can't do/wear this because you are a boy/girl

**Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone.

Children sometimes fall out or say things that can cause upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn how to deal with these situations and the development of relationship social skills is to be viewed as a positive development.

**How can we prevent Bullying?**

Our school fosters a clear understanding that bullying, in any form, is not acceptable. This is done by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school to develop empathy and emotional intelligence (SEAL).
- Any incidents treated seriously and dealt with immediately.
- Provide age-appropriate information (posters, leaflets) in school about bullying

**Why is it important to respond to bullying?**

**Bullying Hurts!**

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

**Reporting Bullying**

It is important to speak out to stop bullying.

S - Start

T - Telling

O - Other

P – People

### Who can report bullying?

- The child who is being bullied
- A friend or classmate
- School staff
- Parents and carers
- Other family members or close family friends

### How can bullying be reported?

- Verbally to a trusted adult at home or school
- Verbally to a friend or 'Friendship Monitor'
- Written/email to a trusted adult at home or school
- Written/email to a friend or 'Friendship Monitor'

### Examples of where can bullying happen?

- In School
- On buses/journeys
- Extended Services
- Play and Leisure
  - Home
  - Park
  - Playing out at home
- Via the internet/text messaging

At Bicker Preparatory School we are also concerned with our children's conduct and welfare outside school and we will do what we can to support and address any bullying issues that occur off the school premises.

The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets eg. issues at the park, online safety talk in school etc.
- Discuss with the children ways of dealing with issues arising on public transport/ traveling to school, in preparation for transition to secondary school.
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

### What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm

- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour
- Bedwetting
- Arrives late/home late

On observing these signs bullying should be considered a possibility and investigated.

### **Bullying of children with Special Educational Needs**

In line with our SEN Policy, Bicker Preparatory School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

As an inclusive school we may have some children who have learning disabilities and/or communication difficulties at different times. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times. High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

### **What causes Bullying?**

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

**Our school will respond promptly and effectively to reported incidents of bullying**

### **What will happen in response to bullying?**

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support appropriately all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure is used for reporting and responding to bullying allegations or incidents.

- All bullying allegations and incidents will be treated seriously.
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- Attempts will be made to identify the problem and possible solutions suggested.
- Staff will attempt to adopt a problem-solving approach, which will move children on from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce that bullying behaviour is unacceptable and what bullying is.
- The bully/ies may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section)
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully/ies understand the reasons for and change their behaviour.
- Bullying incidents will be recorded using our bullying incident form.
- In cases of serious bullying, the incidents will be recorded by staff in the School Behaviour Book' located in the office and retained in school.
- Parents will be informed and will be invited to come into school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be carefully monitored – initially on a daily, then weekly and finally half-termly basis to ensure repeated bullying does not take place.
- Bullying incidents will be discussed regularly when appropriate amongst staff.
- If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

### **The following sanctions may be used:**

- Apologises made to the victim(s) verbally or in writing
- Loss of privileges
- Loss of playtimes (stay with class teacher appropriate work given)
- Stay within Headteacher's office
- Spend playtimes separately (with Upper School/Lower School as appropriate)
- Parents will be invited into school
- Be placed on a behaviour monitoring scheme
- Be removed from class and work elsewhere
- Be withdrawn from participation in a school visit, clubs and events not essential to the curriculum
- Fixed term exclusion
- Permanent exclusion

### **Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching techniques will be used throughout the school to develop a positive learning environment with the aim of reducing bullying. These can include:

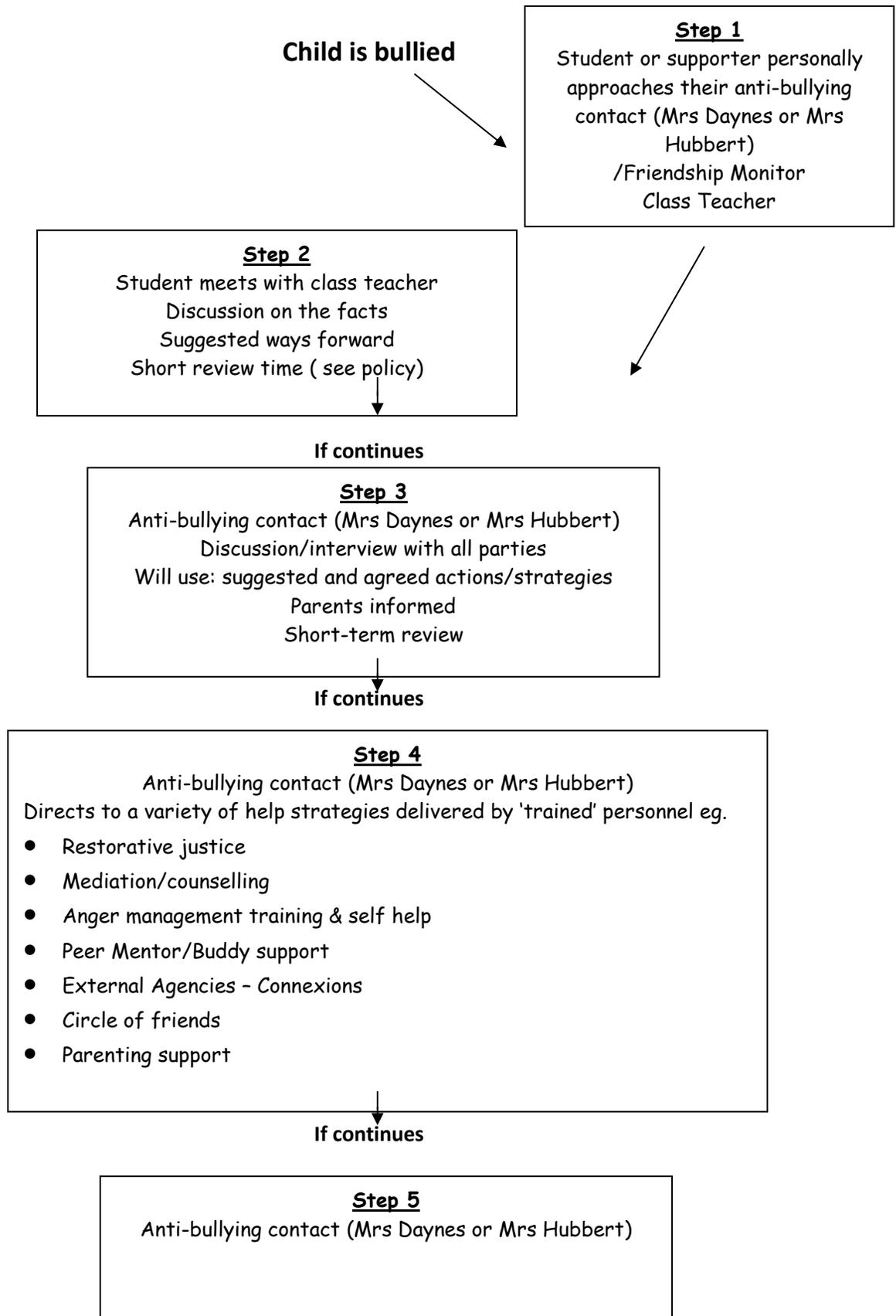
- Whole school participation in Anti-bullying Alliance 'All Together' strategy.

- Regular appropriate inclusion into whole school, key stage and class assemblies related to bullying issues
- PHSE (Personal, Health and Social Education) including SEAL resources from Y1 to Year 6 used to support this policy
- Circle time on bullying issues
- Maintenance of the Buddy support network/Happy Monitors where a small group of children volunteer to help and support any individuals experiencing difficulties at playtimes. Buddies are provided with training appropriate to their tasks
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-play to help children be more assertive and teach them strategies to help them deal with bullying situations
- Creation of anti-bullying notice board(s)/displays within classrooms and/or corridors within school
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing and maintenance of playground improvements and initiatives i.e. stand alone/guided play activities and equipment
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school ethos of appropriate Christian behaviour towards one another
- Organising appropriate anti-bullying training for staff

Bullying of any kind is unacceptable at our school. We actively promote the anti-bullying message through the curriculum and equip our children and young people with coping strategies. Children are taught to recognise bullying wherever it happens, in school or out. Children are taught how to respond to keep them safe by telling an adult if it happens to themselves or others.

# RECOMMENDED PROCEDURES IN SCHOOL FOR REPORTING BULLYING

## PATHWAYS OF HELP



### **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying **08000 1111**

**Bullying on line** [www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk) 08088002222

**Parents Against Bullying** 01928 576152

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