

# Broomwood Primary School

## Policy for Anti-Bullying

“We are all the product  
of the choices we make”  
Albert Camus

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2018 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance. The setting has also read Children’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

### **Policy objectives:**

- This policy outlines what Broomwood Primary School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole community by taking into consideration from questionnaires.
- Broomwood Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

### **Rationale:**

Children need to learn and use good learning behaviour to achieve well in school. Children and adults can learn most effectively in an environment where they feel safe, secure and able to take risks. All learners require high self esteem and should be taught the importance of self discipline, self respect and respect for others and the environment.

### **Links to legislation:**

- There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

**It is the responsibility of:**

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

**Definition of bullying:**

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

**Forms and types of bullying covered by this policy:**

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
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overall responsibility.

- Governors to take a lead role in monitoring and reviewing this policy.
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### **School ethos**

Broomwood Primary community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

At Broomwood Primary we aim to promote the behaviours that will enable children to achieve high standards and be successful and happy in different aspects of their lives. We do this by modelling good learning behaviour ourselves and also by direct teaching. We believe that all behaviour is chosen, and for the child, is solution-seeking. We teach children about choosing for success and making appropriate choices. We do not label children as naughty or bad but may label some behaviours EG 'that was... considerate, rude, inappropriate, thoughtful or successful'. We teach children that rights go hand in hand with responsibility.

### **Our Community:**

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

## **Responding to bullying**

Any form of bullying is taken seriously at Broomwood Primary School and we work in line with the above definition of bullying where there is evidence to suggest that something has happened over a period of time.

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The headteacher, deputy headteacher, behaviour lead or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school on CPOMs. This will include recording appropriate details regarding decisions and action taken.

## **Cyberbullying**

Note: Schools should ensure they access Childnet's Cyberbullying guidance

At Broomwood Primary School we take Cyberbullying very seriously. Even though most of this happens outside of school, we recognise the impact that it has on pupils and the school community and therefore will deal with it in line with our school policies (behaviour and anti-bullying)

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work

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with the person who has carried out the bullying to ensure that it does not happen again. This may also be addressed with the whole class or through an assembly

- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems;
  - identifying and interviewing possible witnesses;
  - Contacting the service provider and the police, if necessary.
- If the incident has happened outside of school, the school will meet with the perpetrators parents to explain the severity of the situation and ask the parents to put in appropriate mechanisms at home. The perpetrators parents will be informed of the consequences, in line with the behaviour policy, if it were to carry on.
- The parents of the child involved will be encouraged to consider how they monitor their child's online activity to see if they can provide further support at home.
- The school will request the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- The school will support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - advising those targeted not to retaliate or reply;
  - providing advice on blocking or removing people from contact lists;
  - helping those involved to think carefully about what private information they may have in the public domain.

**Supporting pupils:**

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- At Broomwood the children may be linked with our pastoral worker or SENCo for a period of time to provide any support.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could

include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

**Pupils who have perpetrated bullying will be helped by:**

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

**Supporting adults:**

- Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

**Adults who have been bullied or affected will be supported by:**

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

**Adults who have perpetrated the bullying will be helped by:**

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

**Preventing bullying**

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

**British Values at Broomwood Primary School**

At Broomwood Primary School we aim to prepare our pupils for life and work in modern Britain. This supports in ensuring that bullying is minimal in the school. One way that we do that is through the promotion and teaching of the 5 core British Values.

These are:

- **Democracy**
- **The Rule of Law**

- **Individual Liberty**
- **Mutual Respect**
- **Tolerance to those of different Faiths and Beliefs**

These values are explored and taught in a variety of ways:

- Through high quality teaching during topic, RE and PSHCE
- School visits/visitors
- Assemblies
- Themed Weeks, e.g., anti bullying, PSHCE week, Culture week, French week, etc.

### **Democracy**

Pupils have the opportunity to have their voices heard through our School Council. Each class votes for their representative. These council members meet on a regular basis to discuss and implement ways to improve the school community. The opinions of the children and their parents/guardians are also very importance to us and we regularly ask children to complete questionnaires on ICT, behaviour and learning.

### **The Rule of Law**

The importance of law, at any level, is constantly reinforced through high behavioural expectations. At the beginning of each year, school rules are discussed, class rules are devised and the children are asked sign the charter to show their commitment to excellent behaviour.

Pupils are taught the values and reasons behind laws, that they govern and protect us.

When exploring these laws of Britain, we often have visits from the emergency services to reinforce this.

### **Individual Liberty**

Within school pupils are actively encouraged to make choices knowing that they are in a safe and supportive environment. Pupil's are encouraged to know and understand their right and personal freedoms. We advise the children how to exercise these rights safely through PSHCE, e-safety projects, cycling proficiency, crucial crew , anti-bullying week and through topic.

### **Mutual Respect**

Our behaviour policy is centred around respect of race, religion, age, disability and our community. The school has many links with the wider community. Retirement Home and has now established a relationship with Pictor School to participate in Yoga and share work through performance (see Equal Opportunities policy).

### **Tolerance to those of different Faiths and Beliefs**

We encourage children to be global citizens by welcoming diversity and to not fear difference.

Through whole school assemblies, RE, PSHCE and whole school projects (Anti Bullying Week) children are taught to respect difference avoid prejudice.



### **Anti Bullying Week**

Usually in November, every class develops, films and edits a film using a popular song to give a message about a chosen theme. We have completed films on racism, homophobia, anti bullying and respect. There is a showcase at the end of the projects where we share our films with each other and our wider community.

*These films can be found on the "Miss Hawkins Broomwood" channel on youtube.*

### **E-Safety Week**

Once a year, the children learn about the benefits but also the dangers of being 21<sup>st</sup> century learners. Technology is everywhere and in light of current issues concerning it's use, it is crucial that children are aware of how to utilise this resource but be safe in doing so (see e-safety policy).

### **Involvement of pupils:**

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

### **Involvement and liaison with parents and carers:**

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

### **Monitoring and review: putting policy into practice**

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The headteacher will report on a regular basis to the governing body on incidents of bullying, including outcomes.

### **Useful links and supporting organisations:**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practice-schools](http://www.restorativejustice.org.uk/restorative-practice-schools)

### **Cyberbullying:**

- Childnet: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Child Internet Safety (UKCCIS)  
[www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
- DfE 'Cyberbullying: advice for headteachers and school staff':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- DfE 'Advice for parents and carers on cyberbullying':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

Agreed by:.....on behalf of the governing body

Date:

Reviewed:



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