Bricknell Primary School



Anti-Bullying Policy

Background

Bricknell Primary School are committed to providing a caring, friendly and safe environment for all of our pupils so they 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. This means that anyone who knows that bullying is happening is expected to let someone know so that the bullying will stop.

What Is Bullying?

Bullying is the use of aggressive behaviours, name-calling or intimidation with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be short term or continuous over long periods of time. Bullying can be:

• Emotional being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures)

• Physical pushing, kicking, hitting, punching or any use of violence

• Racist racial taunts, graffiti, gestures

• Sexual unwanted physical contact or sexually abusive comments

• Homophobic because of, or focusing on the issue of sexuality

• Verbal name-calling, sarcasm, spreading rumours, teasing

• Cyber All areas of internet, such as email & internet chat room misuse

• Mobile threats by text messaging & calls

• Misuse of associated technology, i.e., camera and video facilities

To a child bullying is:

• Deliberately hurtful

• Repeated

• Difficult to counteract by the victim

• Different from random acts

• Characterised by an 'imbalance of power' e.g. A more powerful person or persons intentionally hurting a less powerful person or persons. Bullying can take place in the classroom, playground, toilets, on the journey to and from the academy/school, on residential trips and cyberspace. It can take place during out of school group activities and between families.

DfE guidance defines bullying as actions that are meant to be hurtful and which happen on a regular and persistent basis. Bullying can be:

Direct - physical or verbal

Indirect - being ignored or not spoken to/intimidated

Racial - making remarks of a racial nature or harming someone based on race/culture

Homophobic - harming a person verbally/physically/emotionally due to their gender/sexuality

Online bullying - internet related/mobile/X Box Live or any other means of electronic messaging. Online bullying is a different form of bullying and can happen all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Online bullying can be individual or group behaviour that includes hurtful texts, spreading rumours through social networking sites and assuming false identity to cause harm or mischief. Prevention is better than the cure; therefore, we embed good safe IT practice into all our teaching and learning. Please refer to the school's Online Safeguarding policy.

It is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems like this arise, it is not necessarily classed as bullying unless it is done repeatedly and on purpose.

Bullies and Victims

A child who 'bullies' may not be a 'bad' person, but the behaviours that they exhibit are not acceptable. This understanding is fundamental to this policy.

Bullies are often lacking in interpersonal skills, where it involves a group, the ring leaders will need good social skills and intelligence. They are often charismatic but manipulative young people.

A bully is usually a person who:

• Is uncaring and lacking in empathy

• Often aggressive, easily resorting to violence

• Is poor in communication and co-operative skills

• Is insecure, possibly due to problems at home or at the academy

• Feel a need to gain control or power

• Will lie and be deceitful

• Need to impress and gain attention

• Have a poor sense of responsibility

A victim is usually a person who:

• Is timid and non-assertive

• Is introverted and shy

• Have low self-esteem

• Physically weak

• Is different in some obvious respect (wears glasses, is overweight etc)

• Has difficulty dealing with conflict at any level

Reasons why children bully

Most children are capable of bullying behaviour at sometime in their lives. A child may display 'bullying' behaviour if:

• They feel that they don't fit in

• They need to be seen as tough

• They think that it is okay to hurt others

• They repeat behaviour shown to them out of academy, (TV/DVD, computer games are also influential in some children's behaviours as well as older siblings, children and other people who live in our homes.)

• Not liking themselves or jealous of another person

• The have low self-esteem

• They are being bullied themselves

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Bricknell Primary does not tolerate any form of bullying. Bullying behaviour may take the form of:

• physical assault

• teasing

• making threats (physical and/or verbal intimidation)

• name calling • cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

• spreading of malicious rumours/ gossip

• purposely excluding someone

• persistent criticism

All proven incidents will be dealt with under the school's behaviour policy.

Equality Act 2010

At Bricknell Primary School, we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender assignment, pregnancy, maternity, religion or belief, sex or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.

Anti-discrimination law

Schools must follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimization within the school. This applies to all schools in England and Wales, and most schools in Scotland.

Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Objectives of this Policy

• All governors (LAB), teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

• All governors (LAB) and 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 academy policy is on bullying, and what they should do if bullying arises.

• We take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

• Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

• is frightened of walking to or from the school

- begs to be driven to the school
- changes their usual routine
- is unwilling to go to the school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher

2. In cases of serious bullying, the incidents will be recorded by staff and the Phase Leader and Assistant/Head of School notified.

3. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem

4. If necessary and appropriate, police will be consulted

5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly

6. An attempt will be made to help the bully (bullies) change their behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. 2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Outcomes

1. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

2. Parents of the victim may also be questioned about the incident or about their general concerns.

3. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place e.g., a parent being informed about their child's behaviour.

4. In some cases, outside agencies may be requested to support the academy or family in dealing with bulling e.g., police, counsellor etc.

5. In serious cases, suspension or even exclusion will be considered.

6. If possible, the pupils will be reconciled.

7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8. Details of any incidents and investigations may be recorded on a secure electronic system and stored in compliance with the Data Protection Policy.

Prevention

At Bricknell Primary School, we use a variety of methods for helping children to prevent bullying through general assemblies, specific eSafety/Cyber Bullying assemblies, Circle Time, PSHE and Citizenship lessons, raising awareness in anti-bullying week or access to our Well-Being team. Children are also consulted through pupil questionnaires, floor discussions and appropriate surveys. The results of these are promptly responded to by staff.

The ethos and working philosophy of the school means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

• Tell a friend

• Tell your School Council Leader

• Tell a teacher or adult whom you feel you can trust, if not your class teacher part of the Well-Being Team (See displays around the school)

• Go to the OPAL Ambassadors

• Write your concern and post it in the class worry monster/ communication box

• Talk to our Safeguarding / Well-being lead (Miss Littleproud) or one of our ELSA's (Miss Jorna/Miss Hutchings)

• Tell a parent or adult at home whom you feel you can trust

• Discuss it as part of your PSHE / Jigsaw discussions in class

The Role of the Local Advisory Board (LAB)

• Support the school leadership in all attempts to reduce bullying in our school.

• Ensure accurate records of all incidents are kept and are available to Local Advisory Board members in an anonymized format.

• Responds within ten days to any request form a parent to investigate bullying. They will notify the school leadership to carry out an investigation in this instance.

The Role of the Head of School

• Implement the school anti-bullying policy and strategy.

• Ensure all staff (both teaching and non-teaching) know how to identify, deal with and report incidents of bullying.

• Report to the governing body on the effectiveness of anti-bullying (annually)

• Respond to incidents of bullying appropriately e.g., through an assembly.

• Ensure all staff receive sufficient training.

• Set the school ethos based around our values of 'Respect, Tolerance and Kindness.'

The Role of the Class teacher

• Discuss with the victim. This will require patience and understanding.

• Identify the bully/bullies.

• Obtain witnesses, if possible, and record their response.

• Confront the bully with the details and ask them to tell the truth. Make it clear that bullying is not acceptable at Bricknell Primary School.

• Record the incident on CPOMs – attaching any evidence that has been obtained such as written recounts.

• Inform the parents of both the alleged victim and perpetrator

• Investigate fully

• Inform the Phase Leader / head of School

• Outcome: Use age related sanction (refer to Behaviour Policy)

• Follow up in curriculum time through PSHE / Jigsaw if necessary

The Role of support staff/Lunchtime Supervisors

• Treat all forms of bullying seriously.

• Document and record all incidents that take place, using CPOMS.

• Inform the class teacher of any incidents that take place.

• Inform phase leaders / line managers and the well-being team when staff believe the incident should be considered bullying.

The Role of Parents

Parents who are concerned their child might be being bullied, or who suspect their child may be the perpetrator of bullying, should contact Miss Littleproud or their child's class teacher immediately. If they are not satisfied with the response, they should contact the Assistant Head of School (Mr Mullen). If they remain dissatisfied, they should contact the Head of School. If parents feel this is then unresolved, parents will be directed to follow the school's complaints procedure.

Guidance on what parent/carers should do if they think their child is being bullied:

Watch for a pattern:

● Wanting more/less attention

● Not wanting to go to school

● Frequent minor illnesses

● Coming home with bruises or torn clothing

● Possessions disappearing

● Becoming withdrawn/unusually tearful or aggressive

What to do:

● Treat the matter seriously

● Keep a diary of incidents

● Try and help your child deal with the situation

● Do not approach the bully

● Do not advise your child to fight back

● Contact the school and speak to Miss Littleproud/ Mr Mullen

Parents have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their children to be positive members of the school community.

The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must continue to let either someone at home know or someone at school where the issue will be dealt with. Through assemblies and Jigsaw lessons, pupils are made aware that being a 'bystander' is not acceptable. Jigsaw lessons and assemblies highlight that staying silent as a 'bystander' supports bullying and makes individuals part responsible for what happens to the victim of bullying. Pupils are therefore encouraged to take an active role in reporting any incidents of bullying which they have witnessed.

The Well-Being Team at Bricknell Primary

Bricknell Primary School have created a well-being team who are available to talk to any parent or child with regards to bullying. The anti-bullying team will also ensure training and support is given to all staff and pupils, lead on anti-bullying campaigns and help promote a culture which celebrates and tolerates difference working alongside our pupil ambassadors. The well-being team is made up of:

Mrs Stannard – Head of School

Mrs Price- Deputy/ designated Safeguarding Lead

Mr Mullen – Assistant Head/ Behaviour Lead

Mrs Jeromes/Mrs Perkins - SENCOs

Miss Littleproud – Safeguarding and Well-Being lead

Mrs Barkworth- Nursery/ EYFS Lead

Mrs Dunlin - KS1 Phase Leader

Mrs Schofield - Year 3/Year 4 Phase Leader

Mr Kitching- Year 5/Year 6 Phase Leader

Mrs Nicholson- Medical and Well-being Officer

Miss Jorna- KS1 ELSA (Emotional Literay Support Worker)

Miss Hutchings- KS2 ELSA (Emotional Literay Support Worker)

School Council/ OPAL Ambassadors

Annually a new team of pupil ambassadors will be appointed to support the school to educate pupils on bullying. They will promote campaigns, support in assemblies and help to keep their peers safe both online and offline.

Monitoring, Evaluation and Review

This policy was developed and approved by the governing body during the Autumn term 2025. The school will review this policy annually and assess its implementation and effectiveness. However, the strategies and procedures identified in this policy will be reviewed continually and changes made if appropriate. The policy will be promoted and implemented throughout the school. Policy reviewed October 2026.