



## BROUGHAM PRIMARY SCHOOL

### ANTI-BULLYING POLICY

#### **Introduction**

This document provides the framework for dealing with incidents of bullying in school and is written for the benefit of all members of the school community to ensure that there is a common understanding of the processes and procedures and that these are applied consistently and fairly.

#### **Aims of the policy**

Our aim is to reduce and also prevent incidents of bullying taking place. Where incidents of bullying do occur our aim is to offer guidance and support to children, parents and staff on how to deal with it fairly, consistently and in partnership.

#### **What is bullying?**

'Bullying is the conscious desire to harm, threaten or cause distress to another person'.

'Bullying is a form of aggression in which a more dominant individual abuses the power he or she has over a less dominant individual. More than one bully and more than one victim may be involved in a bullying incident'.

Bullying can take a variety of forms, either verbal or physical. It can range from teasing and name calling to verbal threats; from parodying speech, accent or behaviour to excluding the victim from the group; from pushing and prodding to attacking the victim with a weapon.

The distinctive feature of bullying is that it involves the abuse of power where the victim's rights are infringed and the victim is an unwilling participant.

#### **Principles**

Every child has the right to expect that they will not be bullied at school. At Brougham Primary School we endeavour to provide a safe, caring and protective

environment which minimises the possibility of bullying occurring and where bullying is viewed as unacceptable behaviour.

All children must be involved in our anti-bullying policy to ensure that:

- action is taken when someone is bullied
- children know to inform an adult if they are being bullied, or if they suspect that someone else is being bullied
- children do not tolerate bullies in the same social group

### **Role of the governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from school. The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the policy. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Headteacher and asks for an investigation to be conducted and reported back

### **The role of the Headteacher**

The Headteacher implements the school anti-bullying policy and ensures that all staff are aware of the policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the policy. The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour. The Headteacher ensures that staff receive sufficient training to be equipped to deal with all incidents of bullying.

### **The role of the teacher**

Teachers keep records of all incidents that happen in their class and those that they are aware of in school. Teachers do all they can to support the child who is being bullied and all incidents of bullying are investigated and reported to the Headteacher. If children report bullying they should be listened to, their complaint taken seriously and enquiries made.

Teachers attempt to support all children in their class and establish a climate of trust and respect for all.

Incident logs in Red Card rooms will be used to monitor and identify any patterns by SLT.

## **Procedures**

Where a serious case of bullying takes place then: -

- The teacher makes a written report of the incident, discussions are held and action taken
- Both victim and bully are asked to provide written accounts
- Headteacher is informed and parents requested to attend a meeting in school
- Discussions to take place and appropriate action taken
- Copy of the report to be placed on the child's file

If parents think their child is subject to bullying then a form is completed and taken to SLT

Next review Summer 2021