



Birches First School

Believe, Grow, Succeed



Anti-bullying Policy September 2020

Statement of Intent

The aims of Birches First School in formulating this statement are:

1. To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
2. To establish appropriate means of providing after-care should an incident of bullying occur.
3. To ensure that all pupils and staff are aware of the Policy and fulfil their obligations to it.
4. This Policy is implemented and in line with Keeping Children Safe in Education 2020.

Definition

Bullying may be defined as:

'Behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual.'

It can take a number of forms, such as Cyberbullying, physical, verbal, social, gesture, extortion and exclusion (this list is not exhaustive). It is an abuse of power and can be planned and organised or it may be unintentional. Individuals or groups may be involved. Peer-on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control exercised between children, and within children's relationships (both intimate and non-intimate), friendships, and wider peer associations. (KCSIE 2020).

Not every disagreement between pupils is bullying. Sometimes children just 'fall out' about minor incidents. Care should be taken to enquire beyond what is made obvious.

The Values and Beliefs Underlying this Policy are:

- all bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it

- the school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks
- both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups
- the harmful effect on pupil performance which can result from bullying is recognised and school is committed to combating all bullying behaviour

Persons Covered by this Policy

All pupils, whether permanently or temporarily on the school roll, will be covered by this Policy.

The School/CMAT treat bullying among their employees as a potential disciplinary matter.

Action to Combat Bullying

The school has established the following activities in an effort to combat bullying behaviour:

- a range of rewards and sanctions outlined in the school Pupil Behaviour Policy, including the methods of acknowledging good behaviour
- awareness raising with both staff and pupils, in order that incidents may be detected, behaviour monitored, and appropriate after-care delivered
- maintaining a record (Safeguarding Concern Record located in the Staffroom and Headteacher Office) through which all incidents are collated (on CPOMS) and periodically reviewed
- examination of preventive measures such as alteration to the school procedures and practices, in an effort to reduce the risks of bullying behaviour occurring
- staff training to ensure that responsibilities in respect of this Policy can be delivered in a competent, caring and efficient manner
- establishing appropriate staff/pupil forums in order that current issues with regard to bullying can be discussed on a regular basis, for example, Anti Bullying Week, Circle Time, Assemblies, PSHE and School Council.

Individual Responsibilities

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to

- report all incidents of bullying using the procedures in place, feeling free and able to speak out
- act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report
- refrain at all times from any behaviour which would constitute bullying of fellow pupils

Role of Parents

Parents, too can play a vital role by:

- stressing to pupils the importance of sociable behaviour
- reporting any misgivings they have concerning bullying
- actively endorsing and supporting the Anti- bullying Policy
- noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully
- recognising when incidents constitute a 'falling out' and can be easily resolved.

Monitoring and Evaluation

In order to assess the effectiveness of this policy, the following monitoring and evaluation procedures will take place:

- Headteacher to record and Governors monitor the number of bullying incidents each school year
- check lunchtime Supervisory Assistants' records as well as teacher records
- seek School Council feedback
- assess parental reports on file

Our ultimate aim is to provide a learning environment free of any threat or fear, which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

Review September 2021