

Brinsworth Manor Infant School
Anti-Bullying Policy
Reviewed April 2024 Next review May 2025

At Brinsworth Manor Infants we aim to provide a happy, safe environment where pupils, staff and parents feel happy, safe and secure. Bullying, in any form, will not be tolerated and we recognise the need to safeguard all of those within the school community. The school actively implements its anti-bullying policy

Definition of Bullying:

- It is repeated-SEVERAL TIMES ON PURPOSE
- It is intended to hurt someone, physically or emotionally.
- It is often aimed at specific groups or individuals, usually based on Race, Religion, gender or sexual orientation.

It takes many forms and can include:

- Physical assault
- Teasing
- Leaving people out
- Name calling
- Cyberbullying - bullying via mobile phone or online.

‘Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.’ - The Anti-Bullying Alliance.

with clear reporting pathways shared across the school community.

We aim to find and understand the reasons behind our young people’s behaviour and deal with it in a fair and supportive way.

How we work at preventing bullying in school:

Ensure an understanding of what bullying is, both in school and the wider community and understand the pathways to deal with bullying incidents. This is done through:

- Child friendly policy displayed around school and included in policy.
- Anti-Bullying policy shared throughout community.
- Designated staff as anti-bullying lead engaging with external agencies for support.
- Clear and consistent reporting of bullying incidents and reports.
- Being aware of factors which may cause some pupils to be more vulnerable to bullying behaviours.

How we will support our young people in a bullying situation:

- Ensure they have the tools to know when bullying behaviours have happened and how they can be reported.
- Ensure they are listened to and are made aware when an incident has been dealt with.
- We encourage our young people to share with a trusted adult if a behaviour has upset or hurt them.
- We foster an environment where young people feel safe to speak up against bullying behaviours.
- We work with young people to develop their empathy and emotional intelligence.
- We ensure that all parties are listened to and supported.

How we will educate the school community and support parents:

- Emphasise, through the school ethos and curriculum, that bullying will not be tolerated.
- Ensure that staff are provided with appropriate training and development opportunities.
- Ensure students, staff and community learn to recognise, respect and value differences between groups of people within the school community - links to British Values.
- Ensure clear pathways for parents/carers to report incidents (see Appendix 1b : Recommended procedures for parents/carers to report bullying incidents)
- Where a parent/carer is dissatisfied with the schools managing of a situation then the head teacher will seek to resolve the situation informally. In the event of a formal complaint then the schools agreed complaints procedure will be invoked. (see Appendix 1c : Recommended procedures in school for reporting bullying).
- If after following the school's formal complaints procedure the parent/carer is still dissatisfied, the Local Authority complaints procedure for handling school complaints can be accessed here:
<https://www.rotherham.gov.uk/homepage/159/bullying>
- We will ensure appropriate agencies contact details who can support staff are available in the staff handbook and /or section of the school website and on notice boards in the staff rooms (See Appendix 1a: Support Agencies we can consult)

Strategies we may use for a preventative approach:

- Teaching through curriculum
- Assemblies
- Anti-Bullying Buddies
- Circle Time
- Support from external agencies - partnership with The Anti-Bullying Company
- Sharing good practice with other schools (South Yorkshire Anti-Bullying Award)
- Participation in National Anti-Bullying Week /ABW Celebration Event

Through the education we provide and support from parents and the wider community we aim to promote an inclusive and supportive environment where our young people can build relationships and foster strong friendships through mutual respect and co-operation.

Child Friendly Anti-Bullying Policy:

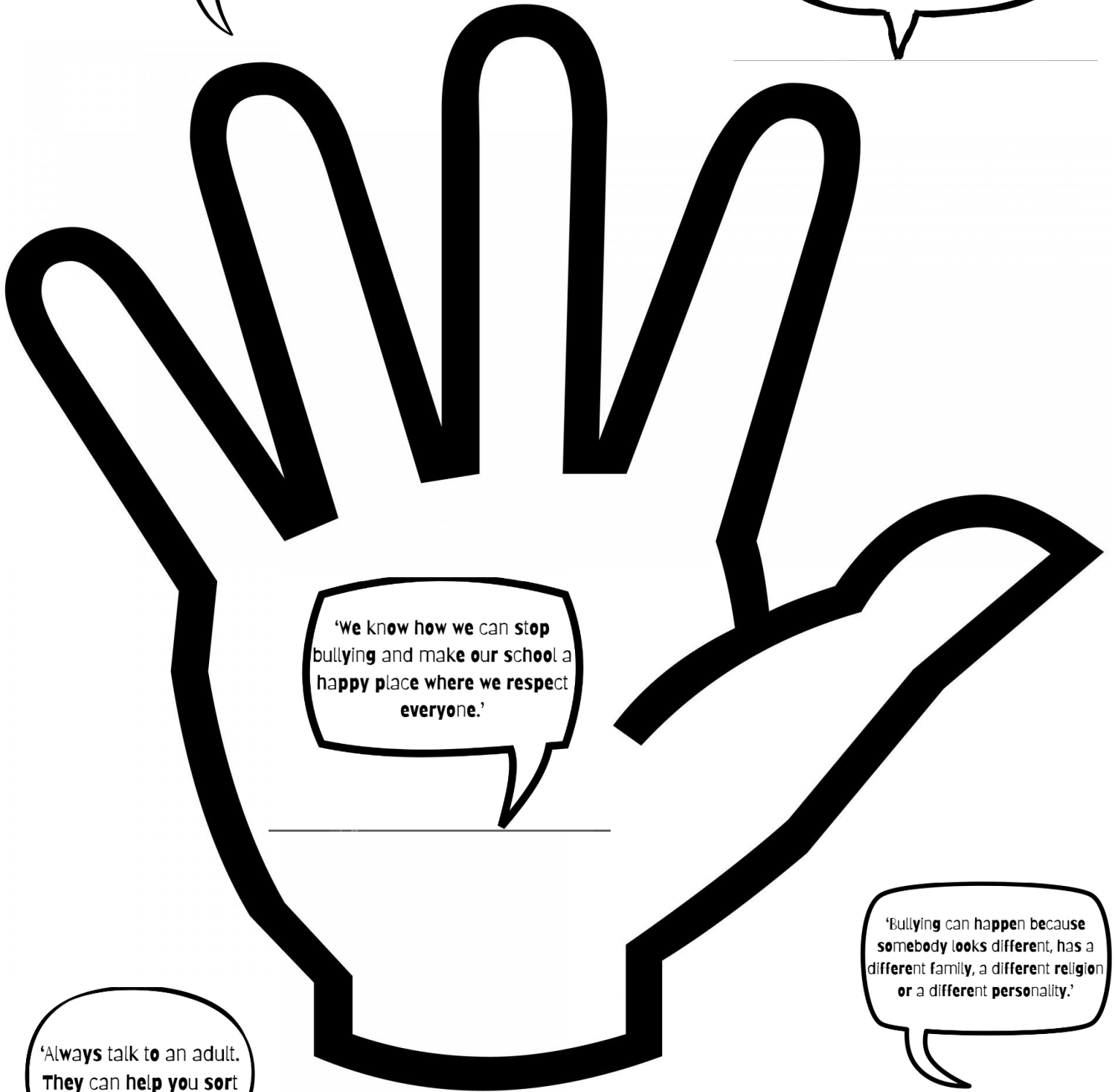
'Bullying can be hurting someone's body or feelings by using unkind hands and feet or unkind words'

'We know that bullying is hurting somebody, several times on purpose.'

'We know how we can stop bullying and make our school a happy place where we respect everyone.'

'Always talk to an adult. They can help you sort out the bullying.'

'Bullying can happen because somebody looks different, has a different family, a different religion or a different personality.'



Appendix 1a: Support Agencies we can consult

- Ann Foxley-Johnson: The Anti-Bullying Company theantibullyingco@gmail.com
- Rotherham School Improvement Service healthyschools@rotherham.gov.uk Call: 01709 334005
- Rotherham Educational Psychology Service – <https://www.rotherham.gov.uk/eps/>
- Russell Oxley: Rotherham LGBT Youth Group: Rotherham LGBT Youth Group is safe, secure and confidential place for LGB&T young people aged 13 to 19 to meet. Contact: Russell Oxley Email: russell.oxley@rotherham.gov.uk Call/Text: 07748 143280
- Rotherham MIND; Rotherham & Barnsley Mind is committed to promoting good mental health and emotional well-being by providing high quality support in a variety of settings. <http://www.rbmind.co.uk/> Call: 01709 554755
- RotherHive provides a range of verified practical mental health and wellbeing information, support and advice for adults in Rotherham <https://rotherhive.co.uk/>

External Agencies

- The 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
- Kidscape: They equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK. www.kidscape.org.uk Call:02077303300
- ChildLine: advice and stories from children who have survived bullying Call: 08000 1111 www.childline.org.uk
- **The Diana Award:** Their Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training, and supporting school anti-bullying ambassadors. <http://www.antibullyingpro.com/>
- **DITCH THE LABEL:** One of the UK's largest and most ambitious anti-bullying charities. They provide support to thousands of young people aged 13-25 through their work and partnership with schools, colleges, parents/guardians, young people, and other youth organisations. <http://www.ditchthelabel.org/>

Online Bullying

- **National Online Safety** Helping schools meet their statutory safeguarding and curriculum requirements through the most comprehensive online safety programme for educators, parents and children. <https://nationalonlinesafety.com/>
- **Think U Know:** resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers. www.thinkyouknow.co.uk
- **ChildNet International:** Specialist resources for young people to raise awareness of online safety and how to protect themselves <http://www.childnet.com/>
- **Google Be Internet Legends** - Google and Parent Zone have created Be Internet Legends - a FREE internet safety curriculum for schools, supporting 7-11-year-old pupils to stay safe and be

confident online.

- **PROJECT EVOLVE:** The toolkit is based on UKCIS framework “Education for a Connected World” (EFACW) that covers knowledge, skills, behaviours and attitudes across eight strands of our online lives from early years right through to eighteen. <https://projectevolve.co.uk/about/>

LGBT&Q:

- Outside the Box is a resource for those working with young people from Early Years through to Key Stage 5, supporting them to promote gender equality throughout their settings and tackle sexism and sexual harassment. The resource provides advice and techniques for educators, as well as practical lesson plans and activities. <https://equaliteach.co.uk/education/classroom-resources/outside-the-box/>
- Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. www.schools-out.org.uk

SEND

- Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying. <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability>
- **Mencap:** Represents people with learning disabilities, with specific advice and information for people who work with children and young people. www.mencap.org.uk
Changing Faces: Provide online resources and training to schools on bullying because of physical difference. <https://www.changingfaces.org.uk/>

Racism

- Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism. <http://www.theredcard.org/> Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools. www.kickitout.org
- Anne Frank Trust: Runs a school’s project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity. www.annefrank.org.uk
- **Anti-Racism Education Resources :** These lessons and resources have been developed by a collaboration of schools, led by Hallam Teaching School Alliance in Sheffield. Between them, they serve culturally and ethnically diverse communities, and all three share a passion and drive to educate on issues surrounding ‘race ’and racism. <https://www.antiracism.education/>
- **Parents:**
- **Family Lives**– advice and links for parents <https://www.familylives.org.uk/>
- **Kidscape** - If you need bullying advice, Kidscape Parent Advice Line, they give friendly, impartial advice to anyone who is concerned about a child - either because they are being bullied, or because they may be involved in bullying others. <https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/>
- The Anti-Bullying Alliance :Advice for parents and carers, If your child is being bullied, our information and toolscanhelpyoustaycalmandtaketherightaction. <https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/advice-parents-and-carers>

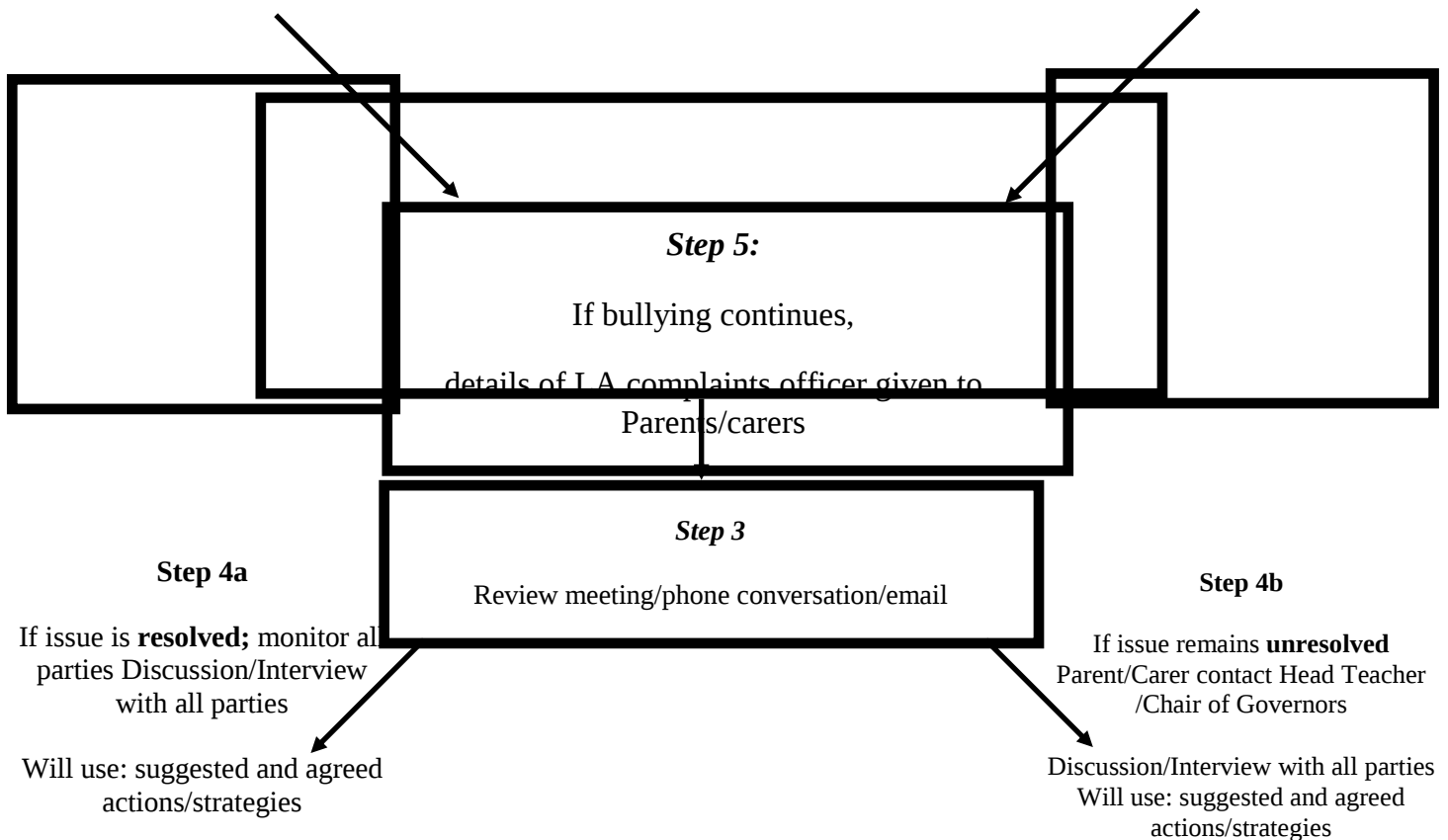
Appendix 1b : Recommended procedures for parents/carers to report bullying incidents



Step 1

Parents/carers manage a caring contact with school as a member with responsibility for Anti-Bullying within school.

Discussion on the facts/Suggested ways forward /Short review time





Appendix 1c : Recommended procedures in school for reporting bullying:

Child/young person being bullied.

Bullying concern is reported to the school by another pupil, parents or members of the school community.

1. Meeting takes place between the target and appropriate adult in the school.

- Support the C/YP

Target personally reports bullying.

E.g.: Use of worry box/incident card/email/directly to adult/peer supporter in the school.

- Clarify the facts
- Suggested ways forward agreed
- Short review time agreed.

2. Designated adult leads discussion/interview with all parties

- Actions/strategies agreed
- Parents informed
- Short Term review
- Feedback to parents

3. Agreed actions/strategies delivered by 'trained' school staff or approved external agency. e.g.

- Restorative Justice
- Peer Support/Buddy Support
- External Agencies (Early help/YSS)

Not resolved:

4. If issue unable to be resolved internally by school:

- HT and Chair of Governor inform/seek advice from LA/Academy Sponsor
- Parents should, if requested be given a

Incident resolved/bullying stops OR **Step 4**