



BROOK FIELD PRIMARY SCHOOL

Anti-Bullying Policy Statement

AIMS

Brook Field Primary School Swindon acknowledges the Kidscape Anti-bullying policy guidelines as the source. We 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. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors 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 school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

WHAT IS BULLYING?

Bullying is deliberate, targeted and repeated actions by a person or group to another person or group, where the relationship involves an imbalance of power. Resulting in hurting another person either physically or emotionally, it also leads to pain and distress to the victim.

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
• Gender	because of, or focussing on the issue of sexuality
• Verbal	name-calling, sarcasm, spreading rumours, teasing
• Online	All areas of internet and gaming, including messaging groups Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

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

Schools have a responsibility to respond promptly and effectively to issues of bullying.

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that they are 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 school
- begs to be driven to school

- changes their usual routine
- is unwilling to go to school (school phobic)
- 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"
- has unexplained cuts or bruises
- comes home starving (money / 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 & jumpy when a cyber-message is received

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

PROCEDURES

1. Report bullying incidents to staff.
2. The incidents will be recorded by staff on CPOMS, with specific categories that most accurately reports the type of bullying highlighted (e.g. Racist and Verbal). Members of the Senior Leadership Team will be alerted to ensure a rapid response.
3. Parents should be informed and will be asked to come in to 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. Bespoke plans will be agreed and put in place between the school, child and families to support the victim's safety and well-being.
7. An attempt will be made to help the bully (bullies) change their behaviour through ongoing dialogue, education and where necessary, referral to SEMH Lighthouse Support through the Trust.

OUTCOMES

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, both suspension and permanent exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5) We reserve the right at the end of term to separate individuals into other classes if behaviour is not resolved.

PREVENTION

We will use KIDSCAPE methods for helping children to prevent bullying and know what to do if they are worried about any form of bullying. Strategies we use include:

- creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for others
- valuing and celebrating difference through various teaching opportunities within the curriculum and as part of ongoing personal development opportunities
- writing a set of school rules
- signing a behaviour contract, the Home School Agreement
- regular re-enforcement of anti-bullying messages and procedures through assemblies

- having and working with our Break Time Buddies, made up of children from Year 5
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- use PSHE lessons to support building self esteem
- have meetings for parents to share knowledge of the emotional developmental changes in key stages
- have an accessible emotional health/well-being team who are a trained point of contact for children and parents.
- provide a website able to give guidance and support

SPIRITUAL, MORAL, SOCIAL & CULTURAL EDUCATION

Spiritual, Moral, Social and Cultural development is an inclusive element within our anti-bullying aims and philosophy, with every opportunity taken to develop children's skills within this area further.

We wish to develop the children's awareness of self-identity and self-worth and appreciate others around them. We advocate for children to develop their willingness to reflect on their actions and be respectful of all faiths, identities, feelings and values in society. Morally, the children develop their understanding of right and wrong and understand how their actions may affect others, including the consequences. Children learn to socially develop by accepting group rules and the ability to see oneself in a wider context. They learn to understand that values, beliefs, customs, knowledge and skills can link groups together and give people a sense of identity.

PLAY TIME SUPPORT

The school has a number of additional ways to prevent bullying, giving greater responsibility to the children:

- We have **Brook Field Break Time Buddies**, who are responsible for promoting the values we support and wear a purple play leader badge
- Break Time Buddies will be on the playground daily to support others during playtime and lunchtime
- Break Time Buddies will help game choices leading games and advising/supporting children to solve issues that arise
- Brook Field Break Time Buddies will have regular meetings with their Team Leader to update, discuss and support any issues and successes.

HELP ORGANISATIONS:

Child line	0800 1111
Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	08088 020 008
Mon-Fri 8am- 8pm	
KIDSCAPE Parents Helpline (Mon-Thurs 9:00 – 1:00pm)	020 7823 5430
Parent line Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Please also refer to our Child Friendly Anti Bullying Policy, Safeguarding and Child Protection and Behaviour Policy.

