

The aim of Burnt Tree Primary School's anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is a form of anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- ▣ physical (hitting, kicking, theft)
- ▣ verbal (name calling, racist remarks, related to gender, use of homophobic language)
- ▣ indirect (spreading rumours, excluding someone from social groups)
- ▣ Cyber (through use of social networking sites and text messaging)
- ▣ Sexist, sexual and transphobic bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. At Burnt Tree School pupils are actively encouraged to report bullying.

All school staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Roles and Responsibilities

The school staff and Governing Body will build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff.

The school staff and governing Body will promote the well being and ensure the safe guarding of all pupils in school.

The school staff and governing body will behave with respect and fairness to all pupils, carrying out to the letter and spirit of the anti bullying and equalities policies.

The school staff and governing body will provide a consistent response to incidences of bullying and hurtful behaviour whatever its nature or motivation.

Prevention of bullying

In the Autumn Term bullying is discussed with all pupils linked to anti bullying week, circle time, PSHE and assembly opportunities. Displays around the school will be reviewed and renewed annually and will include anti bullying messages and what to do if you feel that you are being bullied.

The school council will review and update (annually) the child speak version of the anti bullying policy and this will be shared with parents and carers.

It will be made clear to all pupils that bullying will not be tolerated.

The learning mentor and family support worker are available throughout the week to talk to any children who have concerns, to lead circle of friends groups and other social groups when needed.

Implementation

The following steps may be taken when dealing with incidents:

- ▣ If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- ▣ A clear account of the incident will be recorded and given to the head teacher.
- ▣ The head teacher or most senior staff member present in school will interview all concerned and will record the incident
- ▣ Class Teachers will be kept informed

- ▣ Parents and carers will be kept informed
- ▣ Sanctions will be used as appropriate and in consultation with all parties concerned and in line with the school's behaviour policy.

Pupils

Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with an appropriate member of staff who will :

- ▣ reassure the pupil
- ▣ offer continuing support
- ▣ put in place measures to restore self-esteem and confidence
- ▣ in extreme cases they may be offered external services (EG BST or EP)

Pupils who have bullied will be helped by:

- ▣ discussing what happened
- ▣ using the worry box
- ▣ establishing the causes
- ▣ recognising that certain behaviours are inappropriate
- ▣ working with parents or carers to encourage more appropriate responses

The following steps may be taken:

- ▣ warnings
- ▣ exclusion from playground at playtimes and/or dinner times
- ▣ fixed-term exclusion following LA guidelines
- ▣ permanent exclusion following LA guidelines

We ask our parents and carers to:

- Model appropriate behaviour at all times within the school grounds
- Report to the school any concerns regarding pupils involved in bullying
- Support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination.

This policy must be read in conjunction with the school's Behaviour policy and Exclusion policy.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school by all staff.

Signed by Chair of Governors	
Date	

