



ANTI-BULLYING POLICY

Reviewed in Governors January 2024
Review date: January 2025

Statement of intent

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.

**IT'S OKAY TO TELL
IT STOPS WITH YOU**

This Policy is reviewed annually during Anti- bullying Week.

What do we define as bullying at Park Brow School ?

There are many definitions of bullying. Park Brow believes bullying to be:

- **deliberately** hurtful – including aggression
- **repeated** over a period of time
- **difficult** for victims **to defend** themselves.
- **In person or online.**

Bullying can take many forms:

- physical (hitting, kicking, taking belongings)
- verbal (name calling, insulting, making offensive remarks)
- indirect (spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours)
- **Peer on Peer abuse as defined in our child protection policy.**

Bullying isn't:

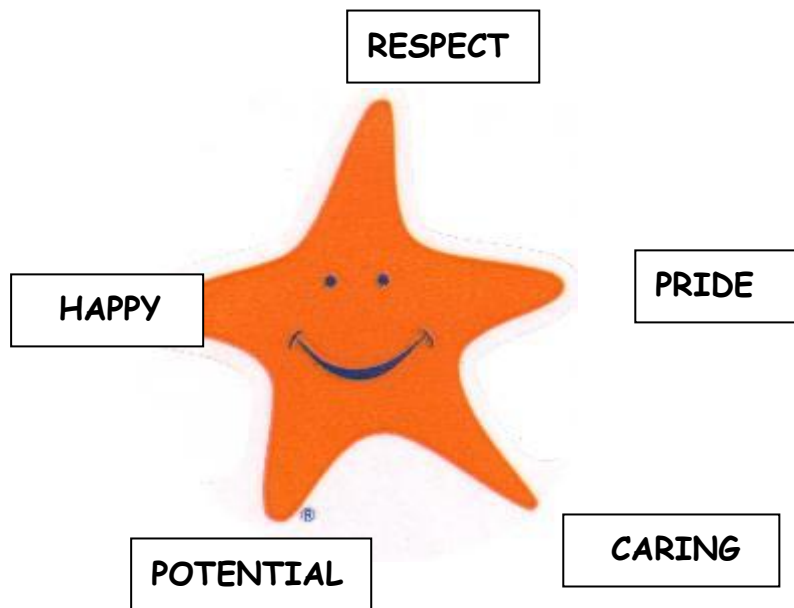
- **falling out with people**
- **short term arguments**
- **friends breaking up**
- **occasional teasing**

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.

At Park Brow School we have a responsibility to respond promptly and effectively to issues of bullying.

Children who are bullied or who bully do not achieve our ultimate aims:



Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents 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 (face to face and online) 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.
- This will be reviewed and promoted at least each year during anti-Bullying week.
- 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.
- All reported incidents of bullying are logged on our CPOms system.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is 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
- changes their usual routine
- is unwilling to go to school (school phobia)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence.
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money.
- has unexplained cuts or bruises
- 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.

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

Bullying is usually a repeated, ongoing form of the above. It is not usually an isolated incident.

Prevention

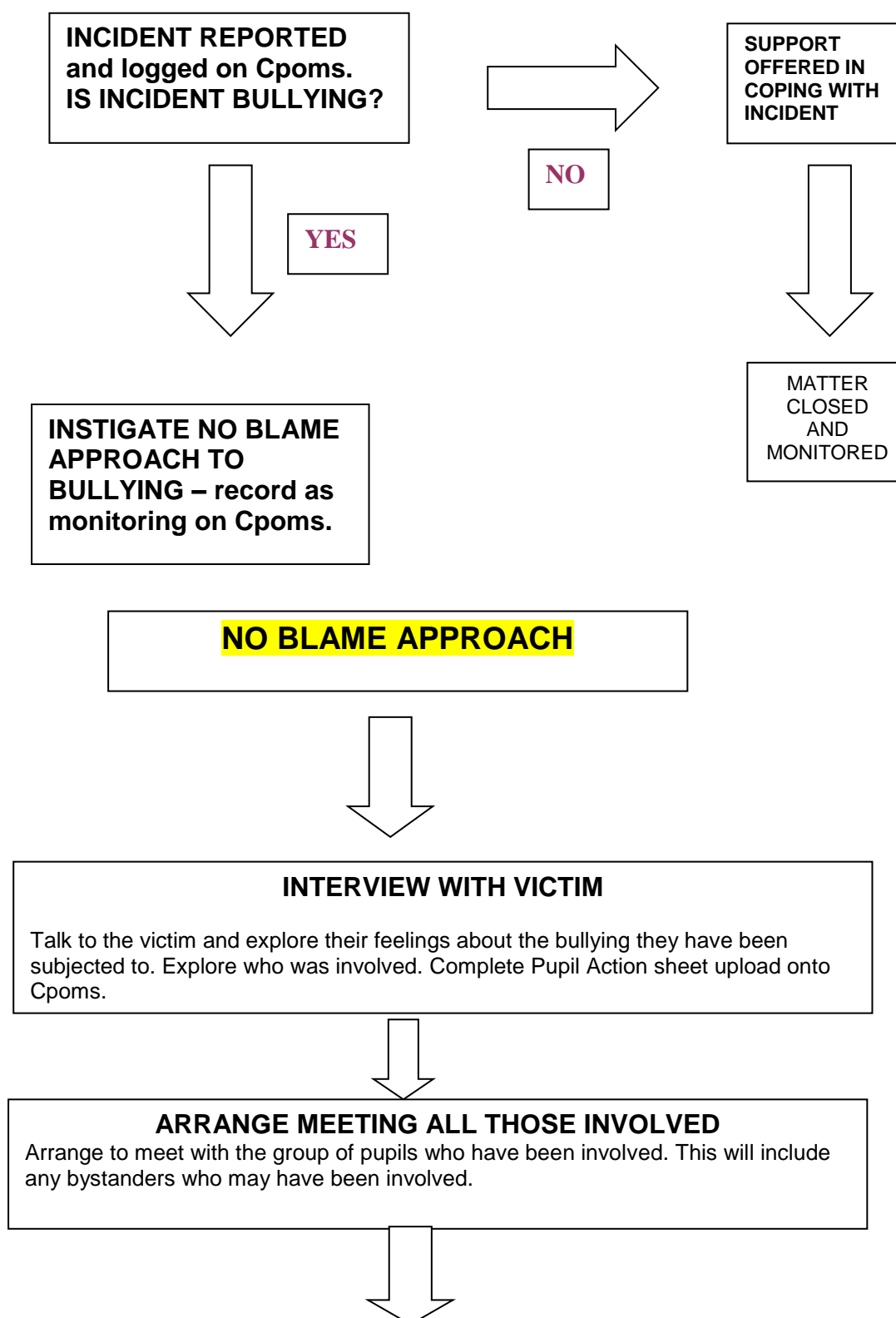
Park Brow believes prevention is better than cure. It is proactive in preventing bullying in school:

- writing a set of school rules.
- Raising awareness through Anti-bullying week
- Using Jigsaw materials and schemes of work.
- Outside speakers/ drama groups.
- writing stories or poems or drawing pictures about bullying and its effect.
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- Peer mediation.
- Displaying posters around school including strategies and who they can seek support from (safe adults)
- Class Worry boxes.

Procedures

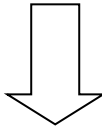
The diagram below shows how we will work with children in such a way that they:

- stop being bullied
- stop bullying
- are empowered to overcome the effects of being bullied;
- learn new skills and behaviours to protect themselves from being bullied again
- learn more appropriate ways of behaving towards each other
- take responsibility for their behaviours that upset others
- increase their understanding of the impact their behaviour has, on the person they have bullied and on themselves.



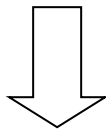
EXPLAIN THE PROBLEM

Tell them about the way the person bullied is feeling if necessary use resources that may help the children empathise with their feelings. There is no attempt at any time to discuss the details of the incident or allocate blame



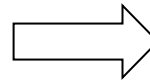
SHARE THE RESPONSIBILITY

Do not attribute blame but state that the group are responsible and express confidence that they can do something about it.

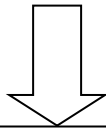


LEAVE IT UP TO THEM

End the meeting by passing over the responsibility to the group to solve the problem. Agree to meet with them again to see how things are going.

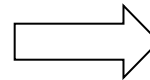


INFORM PARENTS
Complete Parental sheet of agreed action.
Monitoring sheet 1.
Upload onto cpoms.

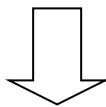


NEXT MEETING

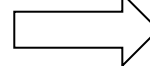
About 2 days later, discuss with each child, including the one who has been bullied, how things have been going. This meeting allows teacher to monitor the bullying and keeps the children involved in the process. Upload outcomes on Cpoms.



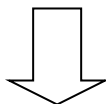
INFORM PARENTS



CHANGED BEHAVIOUR



MONITOR



**Strategies to ensure protection of child being bullied (these may include sanctions)
Explore need for referral to other agencies.**

Serious incidents will be dealt with by using the behaviour policy and both policies can be used in conjunction with each other.

Monitoring

All incidents of bullying are recorded on a monitoring form (appendix 1) and uploaded onto cpoms.

Parents are informed, action discussed and follow up meetings arranged.

Training

All staff receive training in anti-bullying. The school policy is reinforced annually with parents, pupils and all staff. During this time leaflets are given to parents on how to support their children if they feel they are being bullied. (appendix 2).



**Park Brow
Primary School**



Happy - Respect - Pride - Caring - Potential

PARENTAL CONCERN – MONITORING FORM

Child's name.....

Contact name.....

Identified concerns:

Action to be taken by school:

1.....

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2.....

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Action to be taken by Parent:

1.....

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2.....

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Outcome of Action

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Parents informed of outcome



PUPIL'S ACTION PLAN

How I feel now?

What do I want to happen?

<u>What I need to do</u>	<u>What others need to do</u>	<u>Review Comments</u>

Review Date

Signed

Pupil.....

Staff Member.....

Date