



# Anti-bullying Policy

Policy Dated: October 2011  
Review Date: October 2013

## Statement of Intent

At Brüggem School every child matters and 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, everyone should be able to tell and know that incidents will be dealt with promptly and effectively. We are a LISTENING school. This means that *anyone* who knows that bullying is happening is expected to tell.

## What is bullying?

There are many definitions of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour
2. It is repeated over time
3. It causes problems and difficulties for those being bullied

Bullying can take many forms, but the three main types are:

1. Physical – hitting, kicking, taking belongings
2. Verbal – name calling, insults, racist or homophobic remarks
3. Indirect – spreading nasty stories, excluding someone from social groups

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within the school we will pay particular attention to:

Racial harassment and racist bullying  
Sexual bullying  
The use of homophobic language  
Bullying of pupils who have special educational needs or disabilities.

## 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 Brüggem School we are committed to responding promptly and effectively to all reports of bullying.

## Creating an anti-bullying climate in school

Brüggen School's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other.

We promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- To teach pupils how to constructively manage their relationships with others

PHSE lessons, role play and stories will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school. We will also use assemblies and collective worship to reinforce our message that bullying will not be tolerated.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis. We also provide a Listening Box where children can write their concerns if they prefer to communicate in this way.

We will provide written guidance to all our pupils to explain what they should do if they are bullied, or if they see another pupil being bullied.

We will provide written guidance for parents on the signs of bullying and what to do if they suspect their child is being bullied at school.

We will provide training for teachers and non-teaching staff on spotting the signs of bullying and how to respond.

## Procedures

These procedures depend upon the seriousness of the situation.

1. Discuss the incident with the victim, **always** investigate. Listen and act.
  - reassure them that they do not deserve to be bullied and this is not their fault
  - assure them that it was right to report the incident
  - encourage them to talk about how they feel
  - try to ascertain the extent of the problem
  - encourage them in making choices about how the matter may be resolved
  - try to ensure that they feel safe
  - ask them to report immediately any further incidents
  
2. Identify the bully/bullies. Obtain witnesses if possible.
  - listen to their version of events
  - talk to anyone who may have witnessed the bullying
  - reinforce the message that bullying is not acceptable, and that we expect the bullying to stop
  - talk to all staff involved with child/children.

## What happens next?

- The school will adopt a joint problem solving approach where this is appropriate using the "No Blame Approach". We will ask pupils involved to help us find the solutions to the problem. This will encourage pupils to take responsibility for the emotional and social needs of others.
- Sanctions will be considered under the school's Behaviour Policy.
- Headteacher will inform parents of all pupils involved of the action taken.
- All pupils involved will be advised that we will be monitoring to ensure that the bullying stops.
- Records of all incidents that we become aware of and how we responded to them will be kept on a standardised form.
- Headteacher will follow up all incidents to check that the bullying has not started again, within two weeks, and again within the following half term.

## Bullying Outside the School Premises

Schools are not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, or by people who are not at our school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupil are bullying.
- Talk to the RMP.

## Adult Bullying

At Brügggen School we recognise that there could be occasions where adults are bullies:

adult to child

adult to adult

Any incident where an adult has bullied a child is dealt with seriously. This may involve a parent of another child, an adult helper in school, a teacher or member of the support staff or lunchtime staff.

Incidents are investigated thoroughly by the Headteacher, and, if necessary the Chairman of the SAC. If proven, appropriate action is taken.

Any reported incident of an adult being bullied by another adult is taken extremely seriously. This could take the form of undue pressure on a person's workload, sexual aggression etc. All incidents are investigated thoroughly according to SCE policy. If proven appropriate action will follow SCE advice.

All incidents will be recorded.

## Evaluation

This policy and its effectiveness will be evaluated annually by the Headteacher and the SGC.