



# Anti-Bullying Policy

(Policy and Procedure)

**Status** Statutory

Date Created: Sept 2016

Last Review: December 2019 (No amendments)

Agreed – FGB –

Next Review – December 2021

**Brookland Church Of England Primary School Mission Statement  
'For A Brighter Future'**

**Inspired by God's love, we nurture and guide ALL to go beyond that which we believe to be possible, seeking the courage to make the CHOICES which transform not only our lives but that of others and the world around us.**

'My children, our love should not be just words and talk; it must be true love, which shows itself in action.'

1 John 3:18

Our key values are:

- Courage
- Honesty
- Optimism (Hope)
- Inspiration (Creativity)
- Consideration (Respect and Reverence)
- Endurance (Perseverance)

**Aims:**

- We aim to prevent bullying at Brookland CE Primary School
- We aim to raise pupils' awareness of bullying behaviour and the school's anti-bullying policy
- We aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school

**What is bullying?**

Bullying can be very difficult to define due to the complex nature. For the purposes of this policy it is first important to consider the distinction between relational conflict and bullying.

For the purpose of this policy Relational Conflict is classified as

RELATIONAL CONFLICT	v	BULLYING
Equal Power		Imbalance of power
Happens Occasionally		Repeated negative action
Accidental		Deliberate
Remorseful		No remorse
Effort to solve problem		No effort to solve problem

From East Sussex 'Working Together' Toolkit 2010

The ABA (Anti-Bullying Alliance) defines bullying as:

**“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.**

**Bullying can be physical, verbal or psychological.**

**It can happen face to face or through cyberspace.”**

Bullying whether verbal, physical or psychological will not be tolerated at Brookland CE Primary School. It is everyone’s responsibility to prevent it happening and this policy contains guidelines for all members of the school community.

In our school, children and adults have a right to feel welcome, safe and happy. In our school we will not tolerate any unkind actions or remarks even if these were not intended to hurt.

**We will regularly speak to the children to gather their views in respect to bullying and the way in which the school manages this behaviour.**

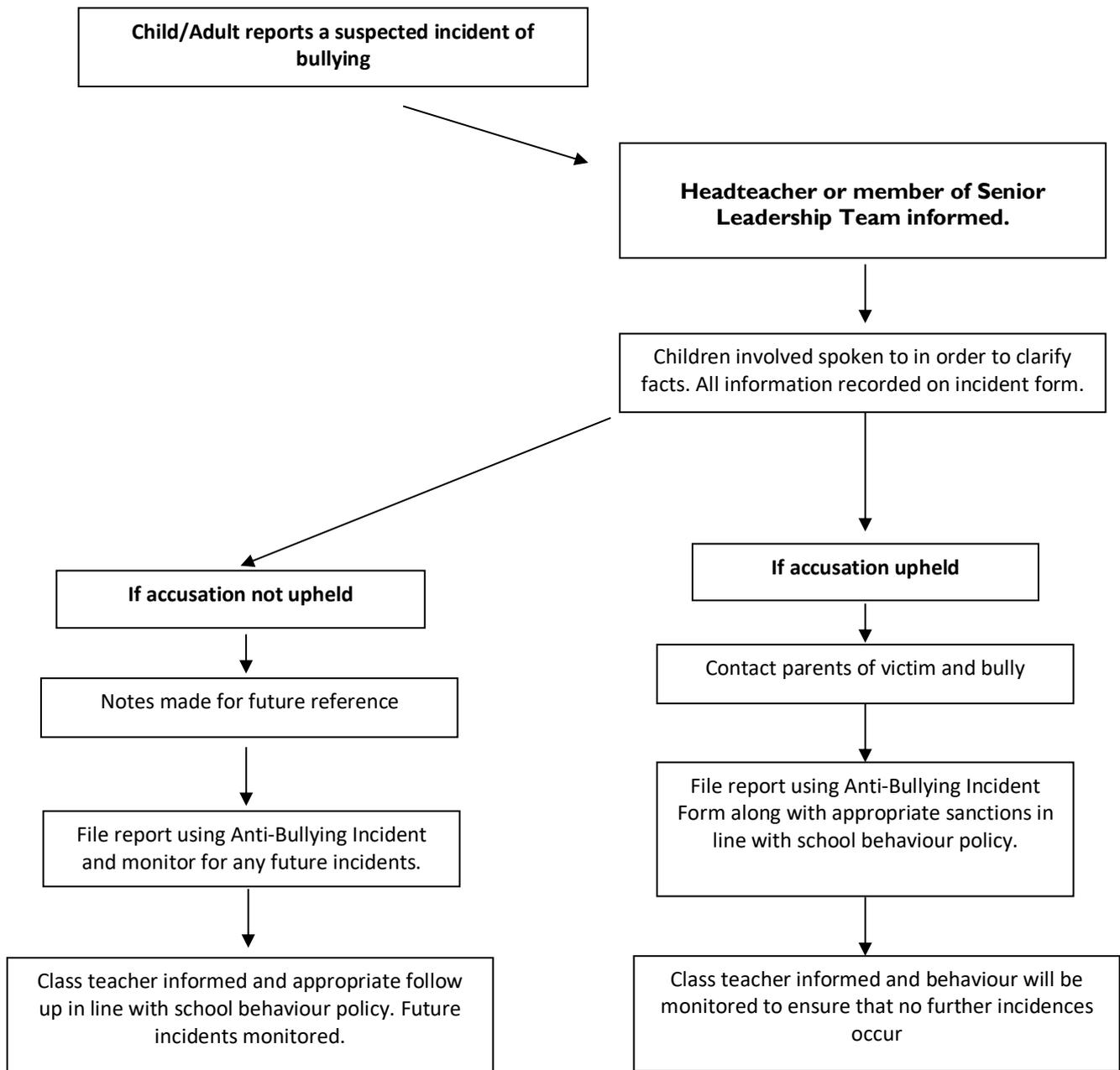
**This, along with the views of parents, will inform future policy.**

**The governors will conduct regular reviews of the school’s management of behaviour and any incidences of bullying.**

**At Brookland we do our best to ensure that all children are happy and all problems are sorted quickly. If any parent feels that the issues are not resolved there is a complaints procedure and more information about this process can be found in the school office.**

**This policy should be seen as part of the school behaviour policy and be reviewed at least annually and in the light of any changing circumstances.**

## Dealing with bullying



### Parents:

Parents of both victim and bully will be informed and staff will undertake to give feedback to parents.

Involvement of parents at an early stage is essential. If things have not gone well, the problems will be further analysed with the possibility of outside agency involvement – e.g. behaviour support service. Parents will be kept informed at all stages.

## Initial investigation into hurtful incident or allegation of bullying

Completed by name and role:

Date:

Name and role of individual/s making the allegation e.g. pupil, parent/carer, midday supervisory assistant:

Form of referral e.g. verbal report, letter, e-mail, phone call:

Details gathered to date:

Action taken to date:

Date:

Signed:

## Factors to help determine if incident constitutes bullying

- Incident was bullying (all 3 amber warnings confirmed)
  - Hurt has been deliberately/knowingly caused (physically or emotionally)
  - It is a repeated incident or experience e.g. multiple incidents, cyberbullying or the involvement of a group
  - Involves an imbalance of power:
    - target feels s/he cannot defend her/himself, or
    - perpetrator/s exploiting their power (size, age, popularity, coolness, abusive language, labelling/namecalling, etc.)
  
- Incident was not bullying on this occasion because it was
  - the first hurtful incident between these children
  - teasing/banter between friends without intention to cause hurt (should not happen again)
  - falling out between friends after a quarrel, disagreement or misunderstanding
  - conflict that got out of hand (should not happen again)
  - activities that all parties have consented to and enjoyed (check for subtle coercion)
    - got out of hand
    - parental concern
  - Other \_\_\_\_\_

**Resolution process agreed:**

**Support and/or sanction for those causing hurt or offence:**

**Support needed for the hurt party:**

### Focus of Bullying/Hurtful Behaviour

Please tick all elements which apply in your understanding of the incident(s) and record specific language:

	Definitely applies	Possibly applies
Age/ Maturity		
Appearance		
Size/weight		
Class/Socio-economic		
Family circumstance (e.g. caring role)		
Ethnicity/Race		
Religion/Belief		
Gender		
Transphobia/Gender identity		
Homophobia/sexuality		
Sexualised		
SEN and Disability		
Ability/application		

## **Appendix 2 – Forms of Bullying**

### Forms of Bullying and Persistent Behaviours

Physical Bullying – hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing/ hiding/ damaging/ intruding upon it; extortion/ threatening demands for money or other items; writing or drawing offensive notes/ graffiti about another

Verbal Bullying – name calling; insulting or offensive remarks; accusing; taunting; put downs – ridiculing another's appearance/ way of speaking/ disability/ personal mannerisms/ race/ colour/ religion; humiliating publicly – spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm

Psychological Bullying – excluding/ shunning others from group activity/ social setting or play; belittling other's abilities or achievements; mobbing the individual; menacing looks, stares; rude signs or gestures; negative body language

Cyber Bullying – misuse of emails, images, texts, blogs, tweets, forums and chat rooms such as 'Face Book' to hurt, embarrass, demean, harass, provoke, humiliate, bring into disrepute, undermine professional competence of another using perceived anonymity

- misuse of mobile phones by text messaging/ calls or images to hurt, embarrass, demean, harass, provoke, humiliate, bring into disrepute, undermine professional competence of another
- unauthorised publication or manipulation of private information; impersonation

Against Protected Characteristics.