

# Billesley Primary School

## Preventing and Tackling Bullying

**Our vision is to:**  
*Inspire our children to succeed*  
*Create excitement for learning*  
*Achieve excellence*

Revised/Approved: LGB

Review:

At Billesley Primary school we aim to effectively prevent and tackle bullying and provide a supportive, caring and safe environment, where all members of our school community can learn and fulfil their potential without fear of being bullied.

Bullying of any kind is unacceptable and will not be tolerated. With this in mind we aim to raise awareness of bullying and the actions to take to prevent and stop bullying. Pupils and the whole school community are encouraged to report bullying, so that the problem can be dealt with swiftly.

### What is bullying?

**Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.**

- There is often an imbalance of power, making it difficult for the victim to defend themselves
- It can have a devastating effect on individuals. It can...
  - be a barrier to their learning
  - have a negative effect on attendance
  - have serious consequences for an individual's mental health
  - have a lasting effect, well into adulthood.
- Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences or perceived differences between children.

### Bullying can take different forms

- **Emotional:** being unfriendly, excluding, tormenting, spreading rumours
- **Physical:** pushing, kicking, hitting, punching or any use of violence, taking belongings.
- **Verbal:** name calling, sarcasm, spreading rumours, teasing
- **Cyber:** text messages, social media or gaming, which can include the use of images and video

### Bullying maybe

- **Racist or Religious**
  - Racist bullying is defined as 'any incident which is perceived as racist by the victim or any other person'.
  - The individual is targeted for representing a group; attacking an individual is designed to attack a whole group often through its most vulnerable members. It is likely to hurt not only the victim but also other pupils from the same group and their families.

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- It may include: Verbal abuse, (name calling, racist jokes and offensive mimicry); physical threats or attacks; wearing provocative badges or insignia; racist comics or leaflets; graffiti or other insults or gestures, including against food, music, dress or customs.
- **Sexual or Gender based**
  - Bullying on the basis of gender has an impact on both genders and may include references to sexual orientation.
  - Bullying on the basis of gender/sexual orientation may include: Abusive name calling; Looks and comments about appearance, attractiveness, emerging puberty; Inappropriate touching; pornographic material or graffiti with sexual content; Homophobic
- **Due to Special Educational Needs or Disabilities**
  - Children with special educational needs may not be able to directly articulate experiences but can be at a greater risk of being bullied.

#### **Bullying is not**

- Falling out with friends.
- Play fighting.
- Disagreement.
- An isolated aggressive incident.
- A clash of personalities/ dislike for someone

#### **Preventing Bullying**

The school promotes an ethos of excellent behaviour and mutual respect at all times, alongside an understanding of the religious beliefs and culture of others.

The school is alert to issues between pupils and local issues which might provoke conflict and has strategies to prevent bullying occurring.

The school promotes an open culture where pupils feel confident to discuss bullying and to report bullying which may have occurred at school, outside school including cyber-bullying without fear of further bullying or discrimination. They are assured that they will be listened to and incidents acted on.

The children actively explore the concept of discrimination through discussion and role play, allowing children regular opportunities to voice their concerns. The school curriculum provides for opportunities to tackle issues through P4C, PSHE, RE and assemblies, as well as addressing issues as they arise. Class teachers take every opportunity to develop collaborative working through organisational strategies such as sensitive grouping arrangements and developing a supportive classroom ethos. Concerns are also raised through the School Council.

Pupils develop a clear understanding of how their actions affect others. They are clear about the part they can play to prevent bullying, including when they find themselves as bystanders

The school recognises the importance of a heightened awareness of bullying behaviours. It is everyone's responsibility to be aware of the possibility of bullying and to report any concerns, so that action can be taken promptly.

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A child who is being bullied may display...	A child who is bullying may...
Changes in behaviour Withdrawn tendencies Negative behaviour- aggression Absence, truanting Lack of concentration Frustration Signs of stress (e.g. biting nails.) Feigning illness Change of eating and sleeping patterns A downturn in academic achievement A reluctance to enter school Bruises Regression (e.g. begins bedwetting) Heightened emotional responses (e.g. crying for little reason.) A change to their normal routine.	Want to control others. Suffer low self-esteem. Have learnt the behaviour from elsewhere. May be unhappy. May be jealous. Want attention (negative.) May suffer low academic attainment.

#### Staff will

- Tackle low level disruption and use of offensive language, as this may lead to bullying behaviour and a reluctance to report unacceptable behaviours
- Prevent negative behaviors from escalating
- Teach assertiveness and other social skills;
- Teach pupils about bullying and how to prevent it
- Raise awareness of bullying and highlight the impact of bullying
- Promptly investigate bullying behaviour or threats to ensure that the bullying is stopped
- Provide support for the victims of bullying
- Educate the 'bullies', with the intention of changing their behaviour
- Recording incidents on My Concern

#### Pupils will be taught to

- Recognise what bullying is
- Report bullying incidents to an adult in school
- Have strategies to deal with difficult situations e.g. Shout loudly, run away, keep a diary, laugh, stay with a group, tell an adult
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

#### Parents will

- Receive a copy of the **Preventing and Tackling Bullying** policy annually (electronically, or a paper copy)
- Know who to speak to if they have a concern:
  - the class teacher, a member of SLT or the Pastoral team
- Be involved in the all cases of bullying, involving their child

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The pastoral team will

- Monitor data to identify patterns of behaviour
- Take action to prevent bullying

### Tackling Bullying

The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable. If bullying is suspected or reported the incident will be dealt with immediately. The school liaises with the police, local community police to tackle bullying that is happening outside school

Staff will

- Investigate the incident
- Give a clear account of the incident to the SLT
- SLT will interview all concerned and record information as appropriate on My Concern
- Parents/carers will be informed and a meeting arranged, as appropriate
- Sanctions will be taken in line with the Behaviour Policy

The victim will

- Have the opportunity to discuss the experience with a class teacher or member of staff of their choice
- Be reassured and given ongoing support to ensure
  - there is not a negative impact on attendance
  - they feel safe in school and on their way to and from school
- Be identified to the Learning Mentor and offered opportunities to
  - join with social activities
  - increase their self-esteem and confidence, eg. given opportunities to carry out play activities with younger children, given responsibilities during the school day
- Identified to the AP, SENCo and Year Group Leader as appropriate for further support.

The child, who has exhibited bullying behaviors, will

- Be supported to change their behaviour through
  - discussing the incident(s)
  - discovering why the pupil became involved
  - establishing the wrongdoing and the need for change
  - Involving parents/carers to help change the attitude of the pupil
- Be identified to SLT and Pastoral Team and further strategies identified as appropriate.
- Be disciplined inline with the school behaviour policy
- Have opportunities to work with the learning mentor
- Have opportunities to take part in peer mentoring e.g. circle of friends strategy, role-playing in dealing with taunts

This policy has been drawn up with due regard to [DFE: Preventing and Tackling Bullying July 2017](#)

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## Preventing and Tackling Bullying

### What the law says

#### The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

#### The Education (Independent School Standards) Regulations 2014

provide that the proprietor of an Academy or other independent school ensures that bullying at the school is prevented in so far as reasonably practicable,

#### The Equality Act 2010

the Public Sector Equality Duty (PSED) requires public bodies to have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act

#### The Children and Families Act 2014

duty to ensure that pupils with special educational needs engage in the activities of the school together with children who do not have special educational needs.

#### Safeguarding children and young people

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children's Act 1989.

#### Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

#### Bullying which occurs outside school premises

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, Where bullying outside school is reported to school staff, it should be investigated and acted on.