

Barlows Primary School

Anti-Bullying Policy

Barlows Primary School



"To Give of our Best"

2017-2018

Reviewed and updated: September 2017
Approved by Governing Body: To be approved September 2017

"To give of our best, to work together, to value everyone and learn for life."

National Teaching School
designated by
National College for
Teaching & Leadership



North Liverpool
Teaching School Partnership



This policy adheres to section 88 and 89 of the Education and Inspections Act 2006

Anti Bullying Policy

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Aims and Objectives

At Barlows we aim:-

- ❖ To create a secure, positive and safe environment where all children can learn without anxiety.
- ❖ To make all people connected with the school aware of our opposition to bullying. We make clear each person's responsibilities with regard to the eradication of bullying in Barlows.
- ❖ To develop a school ethos in which bullying is recognised as being totally unacceptable. We work hard to prevent any incidents of bullying from occurring.
- ❖ The school expects all children to behave in a considerate way towards others.
- ❖ This policy aims to ensure a consistent school approach to any incidents of bullying that may occur.

Bullying can take different forms. The following are examples of different types of bullying behaviour:

- ❖ Physical aggression- e.g. kicking, hitting, pushing.
- ❖ Verbal- e.g. name calling, threats, racist remarks (see Equal Opportunities policy for further information)
- ❖ Emotional- e.g. spreading rumours, isolating one person from a group.
- ❖ Intimidation and harassment
- ❖ Cyber bullying- mobile phone calls, text messages, emails etc. (see E Safety policy for further information)
- ❖ Homophobic bullying (see Equal Opportunities policy for further information)
- ❖ Racial Bullying

At Barlows we find teasing and bullying unacceptable and are determined to eradicate it out whenever it occurs. The children are regularly told about bullying and how to deal with it. There are a number of steps children can take in the event of them being a victim or a witness of bullying:-

- (i) Tell any of the adults that work in the school.
- (ii) Tell his/her parents.
- (ii) Tell a friend or a member of the school council.

This school recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in

equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Diversity lessons will also be delivered throughout the year.

Anti Bullying Week

Every November through Anti Bullying Week schools across the UK send a clear and positive message that bullying is not acceptable. At Barlows we participate in this week to show our zero tolerance attitude towards bullying. Various activities take place during this week to raise children's awareness of bullying and guest speakers come in for assemblies

We follow the SEAL scheme of work. One of the themes from this scheme of work is 'Say No to Bullying', this theme is covered throughout Anti Bullying Week and also throughout the academic year as any bullying issues need to be addressed.

We aim to raise the children's awareness that everyone is different.

Friendship Benches

We have invested in two benches for the school yard. All children are aware that the benches are for children who feel upset, lonely or worried to go and sit on knowing that other children (especially the School Council and Barlows Buddies) will approach them and try to help solve their problem.

Circle of Friends

The best way to sort out many problems is through discussion and this is positively encouraged in our school. Jan Gardner and Gill Horlick have formed a discussion group called 'Barlows Circle of Friends'. The group meets once a week at lunchtime for children to be given the opportunity to discuss a whole variety of emotions. This leads to a better understanding of the process of growing up and ways to deal with problems that may occur. *A problem shared is a problem solved.*

Bullying Outside of School

Our children have regular discussions about bullying: what bullying is, the forms it may take, where to go for help and the impact it has on others.

Incidents of bullying outside of school must be dealt with by parents, and involving the local Community Liaison Police Officer if they feel that the incidents cannot be resolved through discussion. The school will only become involved if the bullying is evident in the school environment.

The Role of the Head Teacher

- ❖ To ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- ❖ To report to the governing body about the effectiveness of the anti-bullying policy on request.

- ❖ To implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- ❖ To ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in Barlows. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use assembly to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- ❖ To create a positive and safe learning environment. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Teacher

Teachers have a key role in ensuring that children are happy in the school environment.

The role of the teacher is:-

- ❖ To support all children and to establish a climate of trust and respect for all.
- ❖ To create a positive environment by praising, rewarding and celebrating the success of all children. By doing this we aim to prevent incidents of bullying from occurring.
- ❖ To take all forms of bullying seriously and intervene to prevent incidents from taking place.
- ❖ To keep records/logs of all incidents that happen in their class and any that they are aware of in the school and place in Phase Managers' folder.
- ❖ To attend training which enables them to become equipped to deal with incidents of bullying and behaviour management.
- ❖ To deal with any bullying issues immediately.
- ❖ To talk to any children who bully, explain why their actions are wrong and endeavour to help the child change their behaviour in future.
- ❖ To support any children who are victims of bullying.
- ❖ To keep the Head Teacher informed of any incidents of bullying.

The Role of the Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from Barlows. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The role of the governing body is:-

- ❖ To monitor any incidents of bullying that occur.
- ❖ To review the school policy and the effectiveness of it regularly.
- ❖ To respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks him/her to

conduct an investigation into the case and to report back to a representative of the governing body.

- ❖ To liaise with the Head Teacher about incidents of bullying and about the effectiveness of school anti-bullying strategies.

The Role of the Parents

At Barlows we value our School/Parent Partnership and believe parents have a key role in ensuring that their child is successful and happy at school.

The role of the parent is:-

- ❖ To support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- ❖ To support children in following Barlows Code of Conduct

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

This policy is continually monitored by the Head Teacher. Any incidents of bullying are reported to the Governors during full and sub-committee meetings.

This policy was reviewed in September 2017

Next review date: September 2018

Appendix

Possible Signs and Symptoms

The following signs may suggest that a pupil has been bullied.

- ❖ Reluctance to attend school
- ❖ Anxiety about travelling to and from school
- ❖ Loss of concentration/enthusiasm/interest in school
- ❖ Physical bruising/torn clothes
- ❖ Changed behaviour
- ❖ Physical signs of anxiety- stammering, nightmares, difficulty sleeping, loss of appetite, nausea, withdrawn etc.
- ❖ Loss of self esteem
- ❖ Mood swings
- ❖ Reluctance to say what is wrong
- ❖ Changes in mood before returning to school after holidays/weekends
- ❖ Underachievement