



Objectives of this Policy for Bordesley Green Primary School:

Everyone will know that bullying will not be tolerated

What Bordesley Green Primary School believes about bullying:

- 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.

What Is Bullying?

- Bullying is hurting another person deliberately and persistently.
- Bullying results in pain and distress to the victim.

What forms does bullying take?

- Name calling – using bad language
- Physical
- Destroying other people's property
- Racist remarks
- Spreading rumours
- Discrimination
- They do it secretly
- Personal remarks/unkind remarks about your family
- Cyber bullying

We understand that bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening)
- Physical: any use of violence
- Racist: racial or cultural taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology i.e. camera & video facilities

We believe that it is important to respond to bullying because:

- Bullying hurts and can ruin lives
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- The school will be a better/safer place
- It stops people being bullied and help the bullies become better people
- Then everyone is confident about school

Role of governors:

- Supports the Head Teacher in eliminating bullying in school
- Monitors incidents and ensures the Head Teacher keeps accurate records of any incidents
- Respond to requests from a parent to investigate an incident of bullying within 10 days of receiving it

Role of Head Teacher:

- To implement the anti-bullying policy
- Ensure all staff are aware of and adhere to the policy
- Ensure ALL staff receive sufficient training to deal with bullying
- To set the school climate of mutual support and praise for success

Role of staff:

- Take all reported incidents of bullying seriously
- Keep records of reported incidents; investigate/report to senior member of staff
- Follow the guidance in dealing with bullying/behaviour management
- Use a range of methods to help prevent bullying to establish a climate of trust and respect

Role of parents/carers:

- If they suspect their child is being bullied they should contact the school immediately
- If they are not satisfied, they should contact the Head teacher
- Support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school

Role of child:

- **TELL if they are being bullied or suspect that someone else may be being bullied**

Signs and Symptoms

We think that children may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to come to school
- Is alone all the time
- Not doing well in lessons
- Doesn't want to talk to anyone
- Is aggressive
- Shows unusual behaviour
- Appears depressed
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Feels ill in the morning
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong

What we do at Bordesley Green to prevent bullying:

- School Council representatives for each class
- Class Rules
- Displays/posters
- Star Award Assembly to make children feel confident
- Certificates, badges and stickers
- Teachers, teaching assistants and learning mentor to talk to
- Peer Mediation
- SEAL
- Circle Time
- A series of consequences displayed in classrooms relating to behaviour
- Taking part in anti-bullying projects/weeks
- Behaviour and bullying logs

What happens at Bordesley Green if bullying is discovered?

It is important to tell someone so that the school can help

- Report bullying incidents to staff and share what has happened
- We will bring the children together to try and resolve the problem and reach a way forward
- The bullying behaviour or threats of bullying will be reported immediately to a trained DSL (Designated safeguarding Lead) who will investigate.
- In cases of serious bullying, the incidents will be recorded according to our behaviour policy.
- In all cases parents will be informed and will be asked to come into a meeting to discuss the problem
- When necessary, governors will be informed.
- The school may arrange a meeting for both bullied child and child accused of bullying and their parents/carers with a mediator to try to resolve the situation
- If necessary and appropriate, police will be consulted by the Head Teacher
- We want to see people doing the bullying punished so that everyone can understand that bullying is serious but want support for them too so that they can understand their feelings and change their behaviour.
- Punishments will be tailored to age of child and circumstances. Details of punishments may be confidential.
- In serious cases of bullying, suspension or even exclusion will be considered by the Head Teacher with the governors.
- After the incident / incidents have been investigated and dealt with, each case will be monitored by Class Teacher and Senior Staff to ensure repeated bullying does not take place.

This policy cannot stand alone. It has links with:

- Behaviour
- Relationships and growing up
- Safeguarding
- Home/school agreement
- Inclusion policy
- SEN policy
- Disability/Equality policy

This policy has been formulated with staff, parents, pupils and governors of Bordesley Green primary school