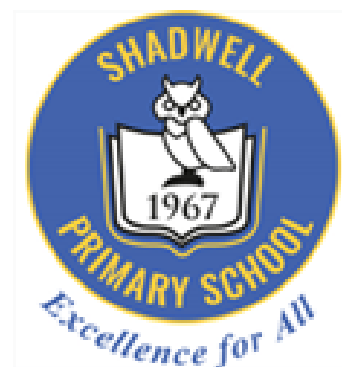


Bramham and Shadwell Federation

Anti-bullying Policy



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Aims

The aim of this policy is to help us deal with incidents of bullying, quickly, effectively, consistently and with sensitivity to the needs of the individual. This means we aim to;

- Provide a safe and secure environment where all members of the school community are treated in accordance with our core values.
- Ensure that everyone who works for the Federation has a clear understanding of what is defined as ‘bullying’ behaviour.
- Ensure that everyone is aware of the Federations position regarding bullying and that it will not be tolerated.

Definition – What is Bullying?

The guidance set out by the DfE in Preventing and Tackling Bullying [Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk) defines bullying. It states;

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (DfE July 2017)

Bullying is not:

- One- off incidents.
- An argument with a friend.
- Accidents.

Types of Bullying

Bullying behaviour can take different forms including;

Physical: hitting, kicking, tripping up, pushing, spitting, taking or damaging property, use of threat or force in any way.

Verbal: name calling, insulting, teasing, mocking, taunting, gossiping, secrets and threats, making reference to upsetting events. E.g. bereavement.

Emotional: tormenting, being unfriendly, excluding, and threatening gestures.

Cyber/ Online Bullying: Saying unkind things via text messages, social media or gaming, (which can include the use of images and video)

Sexual: unwanted physical contact or sexually abusive comments.

Homophobic: because of, or focussing on the issue of sexuality

Transphobic: displaying negative attitudes, or actions toward transgender or transsexual people. Teasing someone because they don't act like a typical 'boy' or 'girl'.

Bullying can be a form of discrimination, particularly if it is based on a child's

Disability- any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational need.

Race – racial taunts, gestures, calling you names because of the colour of your skin.

Religion or belief

Gender identity or sexuality

Roles and Responsibilities

The Governing Body

The governing body will review this policy in conjunction with the Executive Headteacher/ SLT. They will monitor the policies effectiveness and hold the Executive Headteacher to account for its implementation.

The Executive Headteacher/ SLT

The Executive Headteacher is responsible for reviewing this policy, giving due consideration to the school's statement of behaviour principles (appendix 1) The Executive Headteacher will approve this policy. SLT will report bullying and prejudiced based incidents to the governing body.

The SLT will ensure that the school environment encourages positive behaviour and that staff deal with poor behaviour effectively.

Staff

All staff are expected to promote a safe and secure environment for all members of the school community. Staff will deal with incidents of bullying promptly ensuring they are recorded on our internal monitoring system. All staff will be expected to implement the policy consistently.

Parents

Parents are expected to work with the school by;

- Encouraging their child to follow the schools expectations.
- Report any bullying incidents.
- Monitoring your child when they are online/ using technology.

Promoting a Bullying free environment

The most effective way of dealing with bullying is to promote an environment that encourages positive behaviour, and builds an anti-bullying ethos. Awareness of the anti-bullying policy will be promoted in the following ways;

- Assemblies throughout the year including whole school, key stage and class.
- Discussions with the school council and the Equality Ambassadors.
- Professional Development meetings providing CPD where necessary.
- PSHE lessons.
- PE and school sports activities.
- Speaking and listening activities including debate.
- Rewards in Celebration Assembly.

A child friendly Anti-Bullying policy has been produced by the behaviour working group in consultation with all staff and children. The policy can be found on the website, physical copies are available from the school office and are also included in appendix 2. This policy will help you talk to your child about bullying in an age appropriate way.

Strategies for dealing with bullying

- A member of staff will investigate the incident and talk to anyone involved, making sure they feel safe to talk.
- Once the problem is identified possible solutions will be agreed.
- Sanctions from the behaviour policy will be applied.
- Parents will be kept informed on all matter identified as bullying.
- All staff in school, teachers, Teaching Assistants and Lunchtime Supervisors will be made aware of the situation and will ensure that the child being bullied is supported through lunch-times.
- All incidents of bullying will be recorded on Provision Map.
- If the situation is not resolved SLT will intervene and a behaviour plan may be written.

Actions to support the person being bullied

- Staff will communicate with each other and record, where necessary, any incidents or concerns.
- The situation will continue to be monitored by staff to ensure no repetition.
- Wellbeing support provided by the ELSA or another member of staff.
- The child will nominate an adult in school who they trust and feel they can talk to.
- Environmental changes will be made if necessary to ensure the child feels secure.
- Children will be observed during break times, lunch times and in the classroom.
- Any follow up findings will be recorded on Provision Map.
- The child will be made aware of the importance of immediate reporting of further incidents to a trusted adult.

- Parents/ carers will be invited into school so that actions can be shared.
- The SENDCo and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

Actions to support the person who is bullying

The types and methods of support will depend on the individual needs of the child including their age and maturity.

- It may be suggested that the children involved meet, with the support of the class teacher.
- It will be made clear to the child that their behaviour is unacceptable because of the effect it is having on the other child.
- Anti-bullying is covered in PSHE lessons and assemblies.
- Wellbeing support provided by the ELSA or a member of the wellbeing team.
- The child may be asked what they hoped to gain from their behaviour. If the answer indicated an unmet need, this will be addressed through discussions with parents/carers.
- The child will be reminded that they are responsible for their own actions and there are consequences to their actions.
- Sanctions may include missed playtimes and lunchtimes. Parents will be informed of which sanctions are being used.
- A behaviour plan may be put in place in consultation with the parents. Parents will be expected to support the plan.
- Following the implementation of a behaviour plan, if the behaviours persist, then outside agency support may be requested to address the needs of the child. Parents/ carers will be asked for permission in these instances.

All incidents of bullying will be monitored to ensure it STOPS! Bullying behaviours are not tolerated within the Federation.

Role of the parent

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Reinforce the schools policy concerning bullying and make sure your child is not afraid to ask for help. Share the child friendly anti-bullying policy with your child.
- Inform school if you feel your child may be being bullied or has been subjected to bullying behaviour. Complaints will be taken seriously, investigated and dealt with appropriately. .
- If you feel your child has been bullied by another child, please do not approach that child or the parents. Please inform school.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child it is not their fault that they are being bullied.
- Encourage your child to talk to someone at school.

Beyond the school gate

Staff will follow these procedures for incidents that happen outside school to such an extent as is reasonable. This will be deemed as at any time children are wearing school uniform, travelling to and from school, if the behaviour is detrimental to the image of school or if events are affecting the child's wellbeing in school. The parent or guardian has ultimate responsibility for their child's behaviour outside of school.

For Brookbabes before and after school club or for Shadwell Childcare please use the below contact details for the settings own policies.

Brookbabes

Telephone: 01937 849474

Shadwell Childcare

Telephone: 0113 265 9050

[Shadwell Childcare & Nursery | Shadwell | Leeds | Yorkshire – Shadwell Childcare Lts](#)

Further Support

Childline: 0800 1111

NSPCC: 0800 800 500

[Helping Children Deal with Bullying & Cyberbullying | NSPCC](#)

MindMate: [Worried about bullying? - MindMate](#)

Anti-bullying Alliance: [Anti-Bullying Alliance](#)

This policy will be reviewed every two years and should be read in conjunction with school's behaviour and safeguarding policies.

Appendix 1 – Behaviour Principles

<https://bramhamprimary.co.uk/parents/anti-bullying-and-e-safety>

Appendix 2 – Child Friendly Anti-Bullying Policy

<https://bramhamprimary.co.uk/parents/anti-bullying-and-e-safety>

