



The Federation of Boldmere Schools

Anti-Bullying Policy

Bullying

Bullying will not be tolerated in our schools. It is not to be confused with the minor day to day incidents which happen while children are playing. Boisterous play is not to be interpreted as bullying.

Bullying is when a victim is psychologically and/or physically weaker than another child or group.

- it is deliberately hurtful behaviour aimed directly at an individual and is repeated over a period of time
- it is difficult for those being bullied to defend themselves physically or verbally; it is unprovoked behaviour that intimidates or causes fear
- it is usually done deliberately when no witnesses or support are on hand.

Cyber-bullying may also occur when children use exciting and innovative technologies both at school and at home. The use of these tools has been shown to raise educational standards and promote pupil achievement. However, they can also put young people at risk of cyber-bullying. Through good educational provision, the schools will build pupils' resilience to this risk so that they have the confidence and skills to deal with it should it arise. Any incidents that do arise will be dealt with according to school policy. (See E-Safety Policy)

Dealing with Bullying Behaviour

- all serious incidents are recorded
- parents are involved at an early stage
- pupils are encouraged to report bullying, knowing that it is not "telling tales" and will be dealt with properly
- once an incident has been reported a staff member talks with the child who has been bullied
- the child is encouraged to talk freely about what has happened and how s/he feels
- it is explained that, for bullying to stop, the bully must be talked to about the effect this action has had

- at this point the victim must feel fully supported and gives permission to speak to the bully
- the victim should be assured that a discussion will enable the bullying to stop
- punishing may work in the short term but in the long term the bully will see themselves as a victim and will want to get their own back
- the staff member will sit with the victim and bully(ies) and explain the consequences of their behaviour and encourage discussion and resolutions
- they are warned that if this does not stop immediately their parents will be called in
- they must share the responsibility to put things right and this means asking each child how s/he intends to behave in future
- the adult congratulates the children on how they are prepared to change and reassures the victim that things will get better
- for the next fortnight the adult, usually the learning mentor, will monitor playtime behaviour
- all staff members have a responsibility to monitor behaviour
- this shared responsibility works well when children are taught to be responsible for their own behaviour
- if children do anything wrong they must accept responsibility to put things right
- in dealing with bullying behaviour we must focus on solutions rather than looking for reasons; this may be time-consuming but it is necessary if behaviour is to change

Recording Incidents

Incidents are recorded on incident slips. They are completed by the primary adult dealing with the incident. Names of individuals are recorded and events are recorded and dated. Class teachers/learning mentor are informed of the incident and decisions are made on any further action required. The slips are collated in a staffroom based file and kept as a record.

Anti-bullying Initiatives and Strategies

- our learning mentors have been trained in mediation skills and low level counselling
- positive behaviour is recognised and rewarded both in and out of school
- playleaders have a programme of lunchtime activities

- codes of behaviour have been drawn up in consultation with children and understood and practised by everyone in the school community
- the schools' ethos focuses on promoting self-esteem
- all members of staff provide positive role models
- efforts that children make with their work and positive relationships are rewarded and celebrated
- children are encouraged to discuss feelings and appropriate behaviour
- e-safety issues are embedded in all aspects of the curriculum and other school activities
- pupils understand and follow the Federation E-Safety and Acceptable Use Policies

Types of bullying may include:

- teasing
- repeated aggression by one child towards another
- intimidation and threats
- damaging or stealing another child's belongings
- name calling, remarks about race, gender or physical features; being whispered about
- forcing a child to do something they do not want to do
- preventing a child from joining in with their peers
- cyber-bullying

All staff will immediately report to the Designated Safeguarding Lead if they have any concerns of a child/children in their care who are being subjected to any form of extremism or terrorist threat.

Boldmere Schools are committed to safeguarding and promoting the wellbeing of all children and expects its staff and volunteers to do the same.