



# **COLMERS FARM PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY SUMMER 2017**

### **REVIEW SUMMER 2018**

Policy adopted by FGB

Signed ..... Chair of Governors

Date .....

# COLMERS FARM PRIMARY SCHOOL

## Anti-Bullying Policy

The Birmingham LA Anti-bullying Statement states that:

"All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying"

At Colmers Farm Primary School we are committed to enabling all members of the school community to be safe and secure, both physically and emotionally; enabling all children to reach their academic potential.

Bullying of any kind is unacceptable in our school. We strive to maintain our non-bullying ethos in which relationships are based on mutual respect, trust, caring and consideration for others. If bullying does occur, all pupils should feel empowered to tell someone and feel secure in the knowledge that incidents will be dealt with promptly and effectively.

### What is bullying?

At Colmers Farm Primary School we believe that bullying is any behaviour which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked and is often repeated. Bullying results in pain and distress to the victim.

Bullying can be:

- |              |  |
|--------------|--|
| • Emotional  | Being unfriendly, excluding, tormenting                  |
| • Physical   | Pushing, kicking, hitting, taking or damaging belongings |
| • Racist     | Racial taunts, graffiti, gestures                        |
| • Sexual     | Unwanted physical contact or abusive comments            |
| • Homophobic | Because of, or focusing on the issue of sexuality        |
| • Verbal     | Name-calling, sarcasm, spreading rumours, teasing        |

At Colmers Farm Primary School we recognise the need not only to respond to and manage incidents of bullying effectively, but also to actively seek to **prevent** the occurrence of bullying. We aim to promote a common set of values relating to the constructive management of peer relationships and co-operative behaviours. We actively promote the safeguarding of children through the National Curriculum (i.e. issues of personal safety, self-esteem, anti-bullying and racism)

### Objectives of this policy

- All governors, teachers and support staff, pupils and parents should have a shared understanding of what constitutes bullying.
- All governors, teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

- Bullying will not be tolerated.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. All school staff should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to and from school
- Is unwilling to go out at playtime or lunch time
- Is unhappy about coming to school
- Changes their usual routine
- Becomes withdrawn, anxious, or lacking in confidence
- Begins to do less well at school
- Has possessions 'go missing'
- Has unexplained cuts and bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

Research undertaken by the DfE indicates that children are more likely to tell a family member that they are being bullied than tell their teacher. At Colmers Farm Primary School We encourage parents to report incidents of bullying immediately so that appropriate action can be taken.

Parents may also report that their child:

- Cries them to sleep or has nightmares
- Feels ill in the morning
- Comes home with clothes torn or possessions damaged
- Stops eating

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **PROCEDURES**

The emphasis is on collective responsibility, referring to the behaviour policy. Implementing the guidelines in the behaviour policy systematically and continuously will enable children to be **Ready** to learn, **Respectful** to all and take **Responsibility** for their behaviour and maintain behaviour expectations within the school. We aim to create an ethos of openness, enabling the sharing of concerns amongst staff, children and parents.

#### **Class Teachers and Teaching Assistants**

If bullying is suspected or has been reported class teachers will:

1. Investigate carefully to establish whether bullying has occurred. Staff are expected to take a restorative approach, recognising that there may be different versions of events.
2. Record all identified cases of bullying on the Birmingham LA Bullying and Racial Harassment Recording Form and pass to either the Deputy Head Teacher (DHT) or the Head Teacher (HT) to be held in the central record file in the Head Teacher's Office.

3. Pass all serious or repeated cases of bullying directly to a Senior Leader
4. Pass all cases of bullying involving children from other classes or year groups directly to the DHT or HT
5. Offer support to the victim and take the perpetrator/s to the Behaviour Co-ordinator, HT or DHT at the earliest opportunity
6. Involve the parents of both the victim and the perpetrator at the end of the school day to reinforce the fact that we take it very seriously.
7. Undertake to support and guide the perpetrator/s in an attempt to change their behaviour
8. Undertake, in line with Birmingham LA guidance, to follow up the incident to check that bullying has not re- occurred. Follow up is very effective in preventing long-term incidents.

### **Senior Leaders**

If bullying is suspected or has been reported Senior Leaders will:

1. Have knowledge of and be involved in all cases of serious or persistent bullying.
2. Regularly monitor the centrally held file of recorded incidents of bullying, the playtime and lunchtime behaviour logs and the record of Red Zone children held on staff common. This will be completed by the Behaviour Co-ordinator and reported back to the SLT.
3. Ensure that, in line with Birmingham LA requirements, all incidents of racial bullying are also reported to the Governing Body and the LA.
4. Undertake, alongside class teacher, to support and guide the perpetrator/s in an attempt to change their behaviour.
5. Work with the perpetrator's family to get to the bottom of the reasons for the bullying behaviour. Consider whether a CAF is required to address the family issues. Consider whether the victim needs continued support even when the bullying has ceased.

### **Lunchtime Supervisors**

Lunchtime Supervisors will:

1. Take all suspected or reported incidents of bullying seriously.
2. Gather information regarding the incident and ensure that the suspected victim is safe, usually by placing them under the direct supervision of a Lunchtime Supervisor for the duration of the lunchtime. Investigate the events, recognising that there may be different versions.
3. Inform the victim's class teacher so that appropriate action can be taken. Summarise the outcome of your investigation in determining exactly what happened. Complete an ABC form.
4. In serious cases, inform a senior member of staff immediately.

### **Challenging and Combating Bullying**

- At Colmers Farm Primary School, we endeavour to reduce to a minimum, the incidences of bullying by using the curriculum to teach children how to prevent and manage aggression in their relationships at school.

## **STAFF**

Leaders will ensure that staff have regular briefings, support and guidance to enable the effective delivery of school policy.

## **PUPILS**

- Children need to know that they will always be valued, respected, listened to and taken seriously.
- Staff need to create opportunities to encourage children to communicate about issues that concern them and to support children who share information.
- Children will be taught what the school policy is on bullying and what to do if bullying occurs
- Pupils will explore anti-bullying strategies during regular classroom activities such as Circle Time, PSHE sessions.
- Children will be able to contribute to an annual survey about feeling safe and happy in, and on the way to/from school.

## **PARENTS**

- Staff will consult with parents to develop a shared understanding of the issues related to bullying
- Parents are encouraged to use opportunities provided to communicate about issues that concern them in relation to children's safety.
- Staff will inform parents about the support available within the school and community.
- We will provide parents with regular and up-to date information regarding school policy and procedures
- We will respond promptly, in line with school policy, to any parental concerns.
- Parents will be able to contribute to an annual survey about their views on children's safety.

## **GOVERNORS**

The Governing Body has a designated governor with responsibility for safeguarding and child protection.

The Designated Senior Person makes an annual report on Safeguarding and child protection to the Governing Body.

Governors regularly review policies and procedures regarding safeguarding and child protection.

Governors do not get involved or know details of individual cases.

This policy should be read in conjunction with the school Behaviour Policy.

This policy will be reviewed annually as part of the annual audit of safeguarding provision.