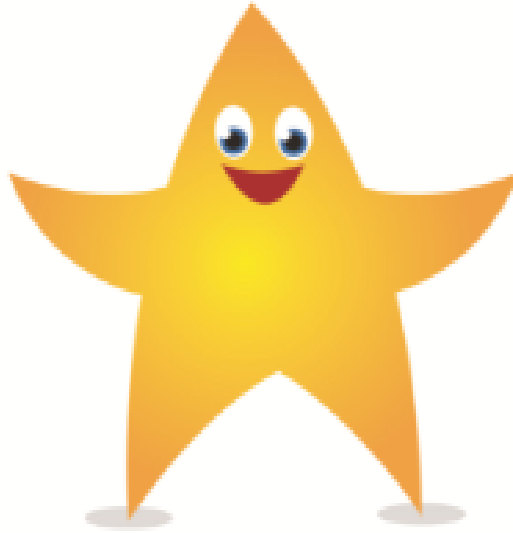


# Birchgrove Primary School



Where every child is a star!

**Anti-Bullying Policy**

**Chair of Governors Mrs Christine Salter**  
**Headteacher Mrs Sarah Morgan**

# Birchgrove Primary School

## Anti-Bullying Policy

### Introduction

There is no legal definition for bullying, therefore the definition used in this guidance builds upon widely used principles established in the UK since 1993<sup>1</sup>. For the purposes of this policy, bullying is defined as:

*Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.*

Bullying can take many forms and can include physical assault, teasing, making threats and cyber-bullying. Bullying is often aimed at certain groups, for example because of race, religion or gender or any other protected characteristic<sup>2</sup>.

### Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

Birchgrove Primary School is an inclusive school and takes in pupils with a range of characteristics. We want all children, regardless of their gender, race, sexual orientation, gender identity, appearance or disability to feel safe and secure.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### The role of governors

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body does not allow bullying to take place in our school, and any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

---

<sup>1</sup> Olweus, D (1993) *Bullying at School: What we know and what we can do*. Blackwell

<sup>2</sup> Under the Equality Act 2010, it is against the law to discriminate against someone because of: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. These are called protected characteristics.

- The Governing Body recognises that all pupils can become victims of bullying, and in particular those with protected characteristics. The School does not tolerate bullying on the grounds of gender, race, sexual orientation, gender identity or disability.
- The governing body monitors incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school and anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

### **The role of the Headteacher and Deputy Headteacher**

- It is the responsibility of the headteacher 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. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The headteacher reports all incidences of bullying and the rectifying action taken with pupils concerned to the governing body.
- The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. External agencies such as theatre groups will also be invited into school to put on anti-bullying performances
- The headteacher ensures all staff receives on-going anti-bullying training to be equipped to deal with all incidents of bullying and know where to signpost when bullying is witnessed. Twilight training sessions may be taken by the anti-bullying co-ordinator and Bullies Out to keep staff informed of helpful strategies and relevant information.
- Examples of education-based interventions used in Birchgrove Primary School for staff and/or pupils include (but are not limited to):
  - Anti-bullying week
  - Show Racism the Red Card
  - Participating in relevant events e.g. Race Equality competitions in conjunction with the local council
  - Attendance at conferences
  - The Role of the Bystander
  - Inclusion of bullying as a topic in the PSE curriculum

- In extreme cases where all actions to resolve bullying issues have been exhausted, the headteacher may contact external support agencies e.g Bullies Out or social services to provide mediation, counselling and organise strategies such as Restorative Justice to resolve issues.
- The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. 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 school staff**

- Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep relevant records of all incidents that happen in their area of responsibility (e.g. classroom time, during lunch breaks).
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
- If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. It may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Teachers will spend time talking to the child who has carried out the bullying, explaining why their behaviour was wrong, and endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, their teacher will inform the headteacher and the Additional Learning Need Co-ordinator. The child's parents will then be invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as CAB or the social services.
- Teachers routinely attend training and Anti Bullying conferences, which equips them to deal with incidents of bullying effectively.
- Non-teaching staff (e.g. lunchtime supervisors), receive regular training from the school ALNCo, Lucy Jones.
- Teachers attempt to support all children in their class and to establish a positive climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying

## **The role of parents**

- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- 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. Concerns will be resolved at this level wherever possible, as teachers have most contact with the pupils.
- If you are not satisfied with how the incident/s have been dealt with, the issue can be referred to the headteacher in accordance with the school Complaints Procedure.

## **The role of the pupils**

- All pupils have a responsibility not to take part in bullying of any kind
- If pupils are the victim of bullying, they should speak to a responsible adult who they feel comfortable with – this could be their teacher, a teaching assistant, or other non-teaching staff, e.g. a lunchtime supervisor
- If pupils see any behaviour that may be bullying, they should speak to a responsible adult.

## **Monitoring and review**

- This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- The School closely monitors trends of characteristic-based bullying and acts accordingly when a trend is identified.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. Governors adhere to the following guidance: <https://gov.wales/sites/default/files/publications/2019-11/rights-respect-equality-statutory-guidance-for-governing-bodies-of-maintained-schools.pdf>

## **Additional sources of help and advice**

There are lots of organisations that provide support and advice if you're worried about bullying:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)
- [www.meiccymru.org/](http://www.meiccymru.org/)