



# **Anti-Bullying Policy**

**(This should be read in  
conjunction with the  
behaviour policy)**

April 2022

## **Introduction**

At Broad Heath Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Broad Heath School, we believe that none of the above are acceptable and will endeavour to ensure that staff respond positively to any bullying they witness or that is reported to them.

## **Aims**

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

## **Bullying Definition**

At Broad Heath Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is usually physical hurting, name calling, giving unkind looks or leaving people out of activities/games.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.

## **Types of Bullying**

Bullying can be:

- **Physical:** pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal:** name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- **Emotional:** isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- **Sexual:** unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc or bullying behaviour of a sexual element.
- **Online/Cyber:** posting on social media, sharing photos, sending nasty text messages, social exclusion

- **Indirect:** can include the exploitation of individuals.

### **Prejudice Related Language/Behaviour**

It is the school's policy to challenge any language used by staff, parents or pupils that may be perceived as 'prejudice related language.

This includes the following areas:

- Homophobic Language (terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGB).
- Transphobic: Behaviour or language that makes one feel unwelcome or marginalised because of a perceived or actual gender identity.
- Racist Language (terms of abuse used towards others because of their race/ethnicity/nationality).
- Religiously intolerant Language (intolerance of another's religious beliefs or practices or lack thereof).
- Sexist Language (any form of biased language).
- Transphobic Language (terms of abuse used towards those who are perceived as transgender or do not fit with the gender 'norms').
- Disablist Language (terms of abuse used towards those with a learning or physical disability).
- Disablist: Behaviour or language that makes one feel unwelcome or marginalised because of a perceived or actual disability or additional need.

### **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities and with religious beliefs or none
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transgender

### **Bullying Prevention**

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E safety workshops are held to raise parental awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

### **Signs of Bullying**

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

### **Procedures**

- Any incident involving alleged bullying will be reported to a senior manager and investigated by them/appointed personnel.
- All investigations will be reported and recorded in a folder, which will be held in the Head's office. Reasons for actions taken will be recorded.
- The head teacher will be shown the report and will decide a date for review if necessary.
- Parents will be informed and a meeting will be called if the incident is deemed to be of high importance by the head teacher/request by the parents/school staff.

### **Dealing with an alleged bully/bully**

- Talk to the child about the incident.
- Ask them to tell you why they acted the way they did and listen to them.
- Explain the reasons why their behaviour is unacceptable.
- Tell them the actions you are going to take and this may include exclusion.
- Impose sanctions for a set period.
- Review each week until you feel progress has been made.
- Discuss with parents

### **Dealing with the victim**

- Listen to them.
- Offer them strategies to help them overcome their fears.
- Tell them the actions that we are going to take, including parental support/awareness
- Ask them to come to see you straight away if anything happens.
- Monitor them on the playground and inform teachers and DRAs of the situation

**Broad Heath Primary School**

**Record of incident regarding alleged bullying (to be kept in Headteacher's office)**

**Date:**

**Time:**

**Location:**

**Those involved:**

**What happened**

<b>Antecedents:</b>
<b>Description of the incident:</b>
<b>Consequences:</b>
<b>Action taken and why:</b>

**Signature of head teacher.....**

**Letter to 1-Victim's**

**Parents /phone call**

**2- Bully's  Parents-~~Have they been contacted about the incident~~**