



BRICKFIELDS
Multi Academy Trust

The Brickfields Trust

Anti-bullying Policy

**Kings Road Primary School
Lawford Mead Primary & Nursery School**

Certified as reviewed by the Local Governing Committee: Autumn 2023

Ratified by the Board of Trustees: December 2023

Next review date: Autumn 2024

Anti-bullying Policy

Relationship to other policies

- Behaviour Management
- Exclusion
- Equality Plan & Objectives
- Special Educational Needs & Disability (SEND)
- Child Protection & Safeguarding
- Internet access and safety (pupils)
- Attendance
- Health, Safety and Well-being
- Spiritual, Moral, Social & Cultural (SMSC)
- Inclusion

Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools. If bullying does occur, all pupils are aware that they should tell staff and know that incidents will be dealt with promptly and effectively. We are *TELLING* schools. This means that *anyone* who knows that bullying is happening is expected to speak out.

What Is Bullying?

We don't allow any unkind or cruel behaviour in our schools. But not all unkind or cruel behaviour is bullying. In all trust schools, we regularly discuss what bullying is so that children will recognise it, if it happens. We have agreed that bullying is the repeated use of aggression or intimidation with the intention of hurting another person, physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist Racial taunts, graffiti, gestures
- Sexual Unwanted physical contact or sexually abusive comments
- Homophobic Because of, or focussing on, the issue of sexuality
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Cyber/online All areas of the internet, such as email, social networking sites/apps and group chat misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn empathy and different

ways of behaving. Our responsibility to respond promptly and effectively to issues of bullying is taken very seriously.

Objectives of this Policy

- All trustees, governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is (and isn't)
- All trustees, governors, teaching and non-teaching staff should know what the trust policy is on bullying and follow it when bullying is reported
- All pupils and parents/carers should know what the trust policy is on bullying and what they should do if bullying arises
- We take bullying very seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Signs of Bullying

A child may indicate, by changes in their behaviour, that they are being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public transport
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when an online message is received.

Whilst not an exhaustive list, these signs could indicate other problems (e.g. safeguarding) but bullying should be considered a possibility and should be investigated.

Procedures

1. Children will be encouraged to report bullying incidents to staff.
2. In cases of bullying, the incidents will be recorded by staff in our incident log
3. The bullying behaviour or threats of bullying will be investigated and steps put in place to find a solution
4. Parents of all pupils involved will be informed and will be asked to come in to discuss the matter
5. The victim will be offered support and monitored closely
6. Support will be given to help the bully/bullies change their behaviour
7. If necessary and appropriate, outside agencies will be consulted.

Outcomes

There are several ways in which we will tackle incidents of bullying, dependent on the individuals and the situation: -

- 1) Parents of children who have been bullying will be called in for a meeting to discuss the issue.
- 2) A genuine apology from the bully/bullies will be facilitated. Other consequences may take place, such as being kept from the playground.
- 3) If appropriate, a support group will be set up to support the victim and develop empathy in the bully, following the Essex guidance.
<https://schools.essex.gov.uk/pupils/Safeguarding/Pages/Bullying.aspx>
- 4) Parents of the child who is being bullied will be informed and this option explained to them. Permission to be part of a support group will be sought at the beginning of each year with other general permission requests.
- 5) In serious cases, internal or even fixed term external exclusion will be considered.
- 6) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure bullying does not continue.
- 7) If possible, the pupils will be reconciled.

Prevention

We feel that the prevention of bullying is as important as dealing with incidents of bullying. In this way, we hope that we are preparing children for life outside school as well as ensuring that time in school is happy and safe.

We will use a variety of methods for helping to prevent bullying. As and when appropriate, these may include:

- Holding anti-bullying days/weeks
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Using circle time to address issues as a class
- Using 'worry boxes' or feelings circles so that children can express that they need to talk in private

Designated Member of Staff:
Trust CEO

Head of School

Monitoring and review

This policy will be formally reviewed by the Local Governing Committee, of each member school, on an annual basis or earlier if new guidance becomes available.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	www.ace-ed.org.uk/
Children's Legal Centre	www.childrenslegalcentre.com/
KIDSCAPE Parent advice line	07496 682 785
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Child Line	0800 1111
Bullying Online	www.bullying.co.uk

Visit the Anti-Bullying page on Essex Schools Info Link

<https://schools.essex.gov.uk/pupils/Anti-bullying/Pages/Anti-bullying.aspx>

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.