

Anti-bullying Policy

Bennerley Fields December 2014-12-05

Bullying behaviour is unacceptable at our school.

Pupils' Values

At Bennerley Fields:

The children can learn good things and be happy.

They work hard and have good friends. All of the children

work as a team and have a lot of respect for each other.

School Vision

Bennerley Fields is a welcoming community. Learning and communication are promoted through hard work, respect, friendship and belonging. Together we inspire and motivate each other to aim high for the future.

Aims and objectives of this policy -

We aim to make our school a happy, safe and secure learning environment for everyone by -

- Actively promoting our school vision and pupil values to be at the heart of our ethos and practice.
- Addressing instances of bullying to pupils and/or staff consistently in line with this policy.
- Ensuring both victim and perpetrator are supported constructively in order to build positive relationships and reduce future incidents.

At Bennerley Fields we define bullying as -

Deliberate behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual. It happens 'several times on purpose' and it is

usually difficult for those being bullied to defend themselves. It may be aimed at certain groups because of race, religion, gender, sexual orientation, home life, appearance or disability for example.

Pupils agree bullying is 'when another person or lots of people are being unkind and mean to you. It is bullying when they do it lots of times to you. Cyber-bullying can be the same thing but using phones or computers.'

Bullying is not a one off incident, two people having a disagreement, being nasty or falling out over something.

Prevention of bullying

We are committed to building a happy, safe and secure learning environment for all. We embrace community values of respect, friendship and belonging. We do this by -

- Fostering responsibility and ownership through class and school 'jobs'.
- Listening to pupils and promoting a positive voice by valuing choice and opinion, seeking views at every opportunity and through involvement in school, local and regional councils.
- Providing an open and honest atmosphere with opportunities to discuss feelings and concerns and to develop positive relationships - eg through pastoral time, circle time, positive play/support programmes.
- Giving time and opportunities to explore issues relating to bullying and other inappropriate behaviour such as PSHE lessons, circle time, assemblies, anti bullying day/week.
- Knowing pupils well and supervising them appropriately in all settings.
- Valuing working and learning together and actively encouraging and promoting a sense of community with pupils and their families, staff, Governors and wider stake holders.
- Actively displaying the pupil's anti bullying slogans -
KS1 and 2 - 'Be friends and be kind'
KS3 and 4 - No to bullying. (full stop!)
#Cool2bkind
- Raising pupil's self-esteem through valuing each and every one for their positive contributions and individuality.
- Teaching how to use SMS(texting) and Social Media safety and responsibilities.

Dealing with bullying

It is important that everybody across the school community understands that bullying is unacceptable.

A list of some of the behaviour identified by pupils as bullying is attached as appendix 1.

When cases of bullying are revealed they should be dealt with urgently and thoroughly, using the correct procedures as identified.

Stages in managing bullying

- Pupils actively taught about bullying and schools policies to enable them to effectively identify and report bullying.
- Pupils are encouraged to tell staff and/or their families or friends if they are being bullied.
- Staff and families are encouraged to watch and listen carefully for any signs of bullying and be prepared to act upon this.
- When an incident of alleged bullying is reported or seen it will be investigated by a member of the class team and outcomes recorded on integris.
- When investigating the incident staff will listen to both the victim and perpetrators version of events. Third parties may also be spoken with as appropriate in order to gain as clear a picture as possible. Staff will deal sensitively with the investigation in order that the situation is not made worse.
- The incident, will be recorded on integris and will be taken forward by the anti bullying lead or member of SLT. This will involve support for all involved as well as restorative work and sanctions as appropriate. The emphasis will be on restorative justice and building better relationships for the future.
- All incidents of bullying will be discussed with both the victim's and perpetrator's parents or carers, with a view to positive resolution.
- Anti-bullying logs will be kept on integris, as well as on the pupil's individual file. Any racial or homophobic incidents of bullying will be reported to the LA.
- Incidents of Cyber-Bullying will be reported to the E-Safety Committee.

Pupil's involvement

A cross section of pupil's from KS2, 3 and 4 were involved in contributing to this policy. Pupils work and assemblies during anti bullying week 2017 also fed into it.

Pupils agreed to -

- Report all incidents of bullying to a member of staff or their family. This includes if they are being bullied by a member of staff, as some pupils had previously experienced at other schools.
- Support their friends and report bullying on their behalf if their friend is too frightened to do this.
- Work hard with each other to keep the pupil values of respect and friendship. Pupils also feel it is important to be kind to each other and help each other and play nicely together. It is important to not be mean or cruel.

Involvement of families

Parents and carers, along with siblings, grandparents and other key family members play a vital part in life at Bennerley Fields. Together we are stronger. Together we achieve better outcomes for children.

Parents/carers and family members will -

- Report any incidents of their child being bullied directly to the class team or senior leaders in school.
- Support their child to work hard at school and be kind and respectful to their friends and other people.
- Support their child and work together with the school to positively resolve any incidents of bullying - both for the victim and the perpetrator.

Evaluation and review

This policy will be reviewed by the HT / DHT with pupils from School Council annually.

Appendix 1

Name calling - calling you names or your family names.

Doing and saying cruel things to you.

Cyber bullying - writing things on facebook or sending texts.

Not being friends with you - leaving you out of games and playing and talking.

Not letting you join in playing.

Threatening you.

Making you upset and feeling sad.

Making you do things you don't want to do.

Taking things or damaging things that belong to you.

Fighting.

Swearing at you.

Talking about you behind your back.

Kicking.

Hitting.

Adults can bully you too by being mean.

PUPILS SAID BULLYING IS WHEN THESE THINGS HAPPEN LOTS OF TIMES.

PUPILS SAID ALL BULLYING IS WRONG AND WE DON'T WANT IT IN OUR SCHOOL.

PUPILS SAID YOU MUST TELL SOMEONE AND GET SOME HELP.