



# **Brickhouse Primary School**

## **Anti-Bullying Policy**

### **Introduction**

At Brickhouse Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so that they may learn in a relaxed and secure atmosphere. Bullying of any kind is not acceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff. This also works in line with “Child on Child” abuse which is outlined below.

### **What is “Child on Child” abuse?**

The Government outline it to be,

“Children can abuse other children. This is generally referred to as peer on peer abuse. Child on Child abuse can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.”

Child on Child abuse is when a child purposely causes harm to another child. This is something that Brickhouse will monitor thoroughly.

This also includes the new government guidelines that cover:

- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse;
- up-skirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- sexting (also known as youth produced sexual imagery); and
- initiation/hazing type violence and rituals

Even though they might not be age relevant to our children, if any of the above occurs, the school's behaviour policy will support staff and tackle any situation that arises.

### **What is bullying?**

Often there is confusion as to what bullying is. Some people make the mistake of thinking that a one off incident of name calling for example, constitutes to bullying. In Sandwell, the **STOP** model is used to reinforce what bullying is. Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim.

- **SEVERAL**
- **TIMES**
- **ON**
- **PURPOSE**

Bullying does not always have to be physical violence. It can take many forms, for example:

- Emotional– being unfriendly, excluding, tormenting, (e.g. hiding books, threatening gestures)

- Physical– pushing, kicking, hitting, punching or any use of violence
- Racist– racist taunts, name calling, gestures on the basis of skin colour
- Sexual– unwanted physical contact or sexual abusive comments
- Homophobic– because of, or focusing on the issue of sexuality
- Verbal– name calling, sarcasm, spreading rumours, teasing
- Cyber– bullying that takes place using electronic technology

### **School Aims**

- Staff governors, pupils and parents should be committed to the prevention of bullying and unacceptable behaviour
- All staff, governors, pupils and parents should have an understanding of bullying behaviour and its consequences
- Clear procedures for the reporting of bullying should be understood and followed
- Clear guidelines for staff and children on how to deal with incidents of bullying should be understood and followed

### **Procedure**

For parents who wish to contact the school regarding issues of bullying there is a clear hierarchy:

- Class Teacher
- Key Stage Leader/Assistant Headteacher
- Deputy Headteacher
- Headteacher

The following procedure has been produced by the School Council and it has been reviewed and agreed by staff and parents.

## **What it looks like for our children!**

- Tell a teacher or an adult in school, if you think you are being bullied or tell someone at home or a friend so they can tell a teacher or an adult in school
- Use the SAY NOW boxes that can be found around the school, if you feel there is no one you can speak to
- Explain exactly what has happened and talk with the teacher to see if it is bullying or a one off bad behaviour
- Teacher to check both sides of the story
- Record any incidences saying if it is bad behaviour or one off bad behaviour. This will help keep track of repeated incidents.
- Bad behaviour to be addressed according to the school policy

## **How are bullies dealt with - What it looks like for adults who care for our children!**

### **First Offence**

- All incidents will be investigated and records kept. Serious or persistent incidents of bullying will be referred to the Deputy or the Headteacher. If either of the children are in a vulnerable group, the relevant Key Stage Manager will also be informed so they can lend support.
- Parents will be informed and any relevant next steps, including attending meetings, will be organised, if required
- The SENCo and Pastoral Team may become involved and help support the situation and children involved.
- Each case will be treated separately and the appropriate action or sanction will be applied
- The bully will need to understand their wrongdoings and be helped to appreciate any distress caused. They should

apologise to reconcile the problem. The concept of empathy with another child's feelings is an important issue.

- There should be extra sessions to help the bully change their behaviour and the person who has been bullied to build their confidence. Our pastoral support mentor will support these children.
- Following a proven first offence a formal warning will be issued to the child at the parents meeting with the child.
- If after a full investigation, the bullying is found to be more than a first offence then the bullies will be isolated within school for a set period of time, their parents will be informed by in person and by letter and the incident will be kept on file for future reference.

### **Further Offences**

- If bullying continues to occur following the initial sanctions, then following full investigation, then the bullies will be excluded from school for a fixed period. Their parents will be informed in person and by letter and the incident will be kept on their file for future reference

### **Repeat Offenders**

- If the bullies still persist, then following a full investigation, the bullies can be excluded from school permanently in line with the school's exclusions policy (For further details, see our Behaviour Policy).

### **Prevention**

Brickhouse Primary School acknowledges that prevention is better than intervention. The ethos of the school is of vital importance here. The school rules, the fostering of mutual respect and our commitment to

personal and social education will contribute to this aim. We teach direct lessons and themes linked to anti-bullying throughout PSHE lessons and also build on this through regular assemblies.

In addition to this, our ongoing PSHE lessons help to prevent bullying of vulnerable groups by building understanding and empathy. This document forms part of a larger policy on behaviour. Children, staff and parents need to understand the reasons for these policies and need to work together to achieve a happy and secure school for everyone.

### **Online Safety**

Cyber-bullying occurs away from the school premises and can be a criminal offence. However, we are committed to the wellbeing of our children and will support parents as much as we are able regarding cyber-bullying. We take precautions in school to limit opportunities for cyber-bullying and actively embark on preventative lessons.

In our accordance with our Mobile Phone Policy, children are not permitted to have mobile phones in school. Should they need to they are permitted to leave their phones with the class teacher to be collected at the end of the day.

There are specific direct and preventative lessons regarding Online Safety that are taught throughout the school year as part of our computing scheme of work.

***This policy works in line with the Brickhouse Behaviour Policy, which helps us to monitor and identify any possible bullying incidents and situations.***

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