

Bridgewater Primary School
Bridgewater Street
Little Hulton
Salford
M38 9WD



BRIDGEWATER
PRIMARY SCHOOL

Anti-Bullying & Harassment Policy

Reviewed September 2019

Statement of Intent

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

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. 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

- All areas of internet, such as: email, instant messaging, social networking sites and internet chat room 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 different ways of behaving.

All members of the Bridgewater Primary School Community have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying or harassment of children or adults will not be tolerated.

Signs and Symptoms

Children

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- 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 a cyber message is received

Adults

Bullies are often in positions of power or authority over their victims. They may behave as they do to hide their own inadequacies or their personal envy of another colleague. Bullying may occur between professional teaching staff, support staff and voluntary workers. Overwork can also lead to bullying with the bully inflicting their frustration and anger on their colleagues.

Tell-tale signs in victims are indicated in the following list, which is neither inclusive nor exclusive:

- General low morale;
- Increased level of staff turnover;
- High rates of absenteeism;
- Frequent disputes, complaints and grievances;
- Isolated members of staff;
- Inefficient team working.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff
2. Incidents will be investigated and recorded confidentially in the Green Record
3. Parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, other agencies will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. Restorative Justice Procedures will be implemented by the Learning Mentor to ensure the bully takes responsibility, redirects and modifies their behaviour and the victim receives support and counselling where appropriate.

Outcomes

1. The bully (bullies) will be asked to genuinely apologise.
2. In serious cases, suspension or even exclusion will be considered
3. Reconciliation may be possible through restorative justice work
4. After the incident / incidents have been investigated and dealt with, each case will be monitored regularly to ensure repeated bullying does not take place.

Prevention

- Participate in Anti-bullying week every year which includes a stakeholder review of the definitions of bullying
- Delivery of SEAL/PSHEC/Circle Time (and wider curriculum) which will include opportunities to
 - Review and write rules
 - Families signing a home school agreement
 - Reading and writing stories, poems, role-plays or drawing pictures about bullying
 - Having discussions about bullying and why it matters
- Golden Rules and Positive Playtimes:
 - Promote positive relationships
 - Create a caring and respectful ethos
 - Develop self-esteem and self-confidence
 - Provide efficient and effective systems and support for all staff
 - Promote social and emotional development of all children
- A TELLING culture can be seen through the following systems:
 - Message box which is emptied daily and acted upon
 - School Council act as buddies for reporting incidents
 - Open dialogue with families at the start and end of the school day
 - Health and Safety Crucial Crew (children's health and safety team)
- FIVE FINGER TELL: Children manage behaviour situations with the '5 finger rule':
 - 1. Ignore behaviours.
 - 2. Blank behaviours.
 - 3. Ask politely to stop.
 - 4. Warn you will tell.
 - 5. Tell the teacher.

HELP ORGANISATIONS:

<http://www.antibullyingweek.org>

Advisory Centre for Education (ACE)

0808 800 5793

Children's Legal Centre

0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

0845 1 205 204

Parentline Plus

0808 800 2222

Youth Access

020 8772 9900

Bullying Online

www.bullying.co.uk

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

CEOP: thinkuknow

Policy:

Anti-Bullying and Harassment

Signed:

Signed:

Headteacher

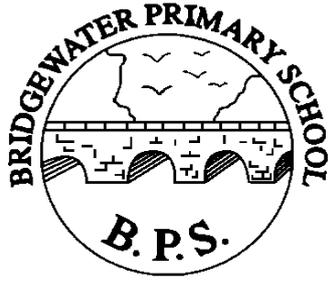
Chair of GB

Date:

Date:

To be reviewed:

Record of Incidents of Bullying



Date	Incident	Action	Review

Anti-Bullying Summary



As a TELLING SCHOOL we review the systems in school for sharing information about bullying regularly. Anti-bullying week is Bridgewater Primary School's opportunity to refresh and review our definition of bullying and the steps we must all take to eradicate it.

Procedures

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Outcomes

5. The bully (bullies) will be asked to genuinely apologise.
6. In serious cases, suspension or even exclusion will be considered
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Prevention

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