Branton Community Primary School and Breamish Valley Community Nursery

Anti-bullying Policy

Definition:

'Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally'

(Preventing and Tackling Bullying, Department for Education)

Named Senior Leader responsible for Anti-bullying: Zoe Ryan (Headteacher)

Statement of Intent

Branton Community Primary School and Breamish Valley Nursery believe that:

● Bullying, including cyber bullying, is undesirable and unacceptable

● Bullying, including cyber bullying, is a problem to which solutions can be found

● Seeking help and openness are regarded as signs of strength not weakness

● All members of our community will be listened to and taken seriously

● Everyone has the right to enjoy and achieve in an atmosphere that is free from fear

● All of us have a responsibility to ensure that we do not abuse or bully others

● Children and young people should talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously

● Children and young people should be involved in decision-making about matters that concern them

● We all have a duty to work together to protect vulnerable individuals from bullying, including cyber bullying, and other forms of abuse

● Bullying includes cyber-bullying, prejudiced based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

● We tackle bullying, including cyber bullying, best by encouraging an environment where individuality is celebrated and individuals can develop without fear.

Aims and Objectives

The aim of our anti-bullying policy:

- To assist in creating an ethos in which attending Branton Community Primary School and Breamish Valley Community Nursery is a positive experience for all members of our community
- To make it clear that all forms of bullying, including cyber bullying are unacceptable.
- To enable everyone to feel safe and encourage pupils/children/young people to report incidents of bullying, including cyber bullying

- To deal with each incident of bullying, including cyber bullying, as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of our community
- This policy is applicable to our community wherever they may be such travelling to school or in school.
- To ensure all members of our community feel responsible for helping to reduce bullying

The objectives of our anti-bullying policy:

- To maintain and develop effective listening systems for children, young people and staff within Branton and Breamish.
- To ensure all staff deal with incidents of bullying, including cyber bullying, effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school community in dealing effectively with, and if necessary referring, bullying, including cyber bullying, incidents
- To communicate with parents and the wider school community effectively on the subject of bullying
- To acknowledge the key role of every staff member in dealing with incidents of bullying
- To ensure that all incidents of bullying, including cyber bullying, are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations

Practice and Procedures

Preventing bullying

Everyone who is part of the Branton and Breamish Community must take responsibility for promoting a common anti-bullying approach. Through the

consultation process, all involved have agreed to:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice.

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the head teacher, keep the governing body informed regarding issues concerning behaviour management

RESPONDING

Recording and dealing with an incident

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand? Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?

- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Although incidents may not be bullying, including cyber bullying, they should always be followed up thoroughly in the school and dealt with appropriately.

All incidents of bullying (as defined above) will be recorded by the school. A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

The school community needs to be made aware that when a bullying, including cyber bullying, incident has come to the attention of adults in the school, it has been taken seriously and action has resulted. Kielder Primary School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings Explore the use of Restorative Approaches
- Discussing which rules(s) have been broken
- Discussing strategies for making amends

Parents/carers of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident will be documented in CPOMS

Responsibility outside of School

We have a responsibility to ensure pupils understand bullying can take place outside school and know the reporting procedure if this occurs.

Through the development and implementation of this policy, Branton Community Primary School trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Kielder Primary School a safe and secure environment
- Know who can be contacted if they have any concerns about bullying, including cyber bullying

- Feel supported in reporting incidents of bullying, including cyber bullying
- Be reassured that action regarding bullying, including cyber bullying, will take place

Safeguarding procedures will be followed when child protection concerns arise in accordance with the Child Protection Policy.

Consultation and Review

This policy may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors, and people from other organisations involved with Branton Community Primary School and Breamish Valley Community Nursery and (includes before/after school clubs, transport staff etc). Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be shared with / seen by governors.

Policy collated by Zoe Ryan, Headteacher

Consultation with staff and Governors 20/6/22 - 4/7/22