Bournes Green Infant and Junior Schools

Anti-Bullying Policy

Reviewed: November 2025

Next review due by: September 2026

S.T.O.P.

Bullying is if someone does something unkind to you
Several **T**imes **O**n **P**urpose

If someone does bully you, you must
Start **T**elling **O**ther **P**eople

At Bournes Green we respect every child's need for, and rights to, an environment where, nurture, safety, praise, recognition and opportunity for taking responsibility are available. Bullying of any kind is unacceptable in our schools. Our anti-bullying policy ensures that all our children can learn in a safe environment without fear of being bullied. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff, parents or a trusted adult.

Our aims are

- To promote the well-being of all pupils.
- To prevent and reduce all forms of bullying.
- To offer an environment free from all forms of abuse.
- To have a consistent approach for dealing with incidents of bullying.
- To promote a whole school approach, where signals and signs are identified and swift and effective action is taken.
- To ensure that all pupils and staff and parents/carers are aware of this policy and their obligations.

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. It is different from other types of aggressive behaviour because it is defined as something that happens more than once and is directed specifically at an individual or group. We define bullying as physical or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The schools use this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the 'STOP' acronym that leads to children knowing they should 'Start Telling Other People'

Bullying can be

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email and internet chat room misuse, videos on YouTube, mobile threats by text messaging and phone calls and misuse of associated technology, i.e. camera and video facilities. (It can also include material bullying which includes damage to belongings and extortion)

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim: e.g. racist name calling, taunts, graffiti or gestures
- The sexuality of the victim: e.g. homophobic bullying

Bullying can also take place through third person involvement i.e. another person being encouraged to take part in any of the behaviours above.

Bullying is not

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. Bullying is defined as **S**everal **T**imes **o**n **P**urpose.

Bullying Outside School Premises

Headteachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or change of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside local shops, or in the town centre. This does include cyber bullying of any kind. Where bullying outside school is reported to school staff, it will be investigated and acted on.

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.
- Schools 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, 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 will not be tolerated.

Signs and Symptoms

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
- 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 self-harming, suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- School work begins to deteriorate
- 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 someone who has asked them for money)
- Has unexplained cuts or bruises
- 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 and jumpy when a cyber-message is received

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

Procedures - Reporting Children
- Children are encouraged to 'Start Telling Other People' S.T.O.P
- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family. They can do this verbally, through a friend or writing it down.
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying.

Staff
All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher.
- All staff are responsible for the health and wellbeing of the children and have a duty to respond seriously to any claim of bullying.
- If they are unable to investigate, the matter must be referred immediately to a senior member of staff.
- The Headteacher will also be informed, and all allegations of bullying (proved or not) will be logged onto the school safeguarding system – CPOMS.
- Behaviour is logged on our MIS system and is monitored for any further patterns of behaviour.
- Support staff should report to a class teacher or senior leader if they have any concerns about potential bullying.
- MDAs report to the lunchtime manager who in turn reports to class teachers and the Head teacher where there are any concerns about children's behaviour.

Parents/Carers
- Parents/Carers are encouraged to share any concerns with their child's class teacher or a member of Senior Leadership Team.
- In serious cases Parents/Carers should be informed and will be asked to come into school for a meeting to discuss the problem.

Procedures – Outcomes Victim
- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Referral to a counsellor may be considered appropriate.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

Perpetrator
- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence
- Children are helped to reflect upon their actions and to empathise with how the bullied child may feel.
- Children that have bullied are supported to modify their behaviour – this may be through structured lunchtimes, pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- Other consequences may take place such as loss of gold/green time or other 'privileges' in school which are in line with the schools behaviour policy.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bystanders
- Children who see or hear any form of bulling should tell an adult straight way.
- Children who stand by and watch or hear bullying occur and do nothing to stop it need to be helped to reflect on their actions and to empathise with how the bullied child may feel.
- Children who laugh or in some way support or encourage another child being bullied may be treated the same as the perpetrator

Parents/Carers
- Parents/carers of both victim and perpetrator, and possibly the bystanders, will be kept informed throughout the process
- Close contact will be maintained with the victim's parents/carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parents/carers views will always be considered but the school will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.

Reconciliation
- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person
- Children will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.

Procedures – Recording
- All behaviour incidents are recorded. These are recorded on the school's MIS system which is checked to see if there are patterns of behaviour that may be regarded as bullying.
- Definite incidents of bullying are recorded by the Headteacher, which is used to highlight repeat incidents.
- The Senior Leadership Team are responsible for co-ordinating the recording system, liaising with class teachers and other staff to ensure that incidents of bullying are not missed.

Prevention
We aim to help children to prevent bullying. As and when appropriate, children may:

- Be involved in discussion about school rules
- Read stories about bullying or have them read to a class or assembly
- Use role play and 'hot-seating' to help create feelings of empathy
- Have discussions about bullying and why it should not happen

The school has a range of strategies in place to help children work and behave co-operatively in order to minimise the possibility of bullying taking place.

- We participate in Anti-bullying week each year, involving all children in discussions about acceptable behaviours and ensuring all children know what procedures should be followed.
- We have regular school assemblies focussed around PSHE themes of bullying, friendship and expected behaviour.
- The school has a clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes.
- The school takes a pro-active stance towards challenging behaviour at lunchtime; we have a range of activities available that involve keeping all children engaged and active at lunchtimes to avoid unwanted behaviour.
- Children are encouraged to help perpetrators and victims reflect upon their actions.
- Both children and parents are made aware of how to use the internet safely and of the possibilities of cyber bullying.
- Above all, children are encouraged to 'Start Telling Other People' if they feel they are being bullied, or if someone they know is being bullied.

Useful links and supporting organisations
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf 11 Theeducationpeople.org
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25

Cyberbullying
- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-childinternet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-andtackling-bullying

Race, religion and nationality
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational LGBT
- Barnardo's

LGBT
- Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm · Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual 12 Theeducationpeople.org
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying

S.T.O.P.

Bullying is if someone does something unkind to you **S**everal **T**imes **O**n **P**urpose

If someone does bully you, you must **S**tart **T**elling **O**ther **P**eople