



Barrowby Church of England Primary School

Anti-Bullying Policy

1. Characteristics and Forms of Bullying

1.1 Action that can be defined as bullying has certain characteristics:

- it is deliberately hurtful, frightening or threatening behaviour;
- it is repeated over a period of time
- it is difficult for those being bullied to defend themselves, a bully exerts some sort of power over their victim.

1.2 Bullying can take several forms:

- physical (hitting, kicking, taking belongings);
- verbal (name-calling, insulting, racist remarks);
- indirect (spreading nasty stories about someone, excluding someone from social groups).

1.3 The school deplores bullying in any form and deals seriously with incidents which come to light. Bullying undermines the good relationships and community spirit of the school, which we try hard to foster.

1.4 One of the main consequences of bullying is the fear that it can create, rather than the actual violence or taunts that occur. This is very real to children and however irrational it should not be ignored.

2. Action

2.1 Often it is very difficult to prove that bullying has been perpetrated by certain children. Children involved should be spoken to individually. Adults should be aware that both/all may be upset.

2.2 Staff cannot take action unless we know it is happening. Bullying often takes place out of sight or hearing of teachers/adults. Children must tell someone if they are upset or see/suspect bullying.

2.3 All significant bullying incidents should be reported to the Headteacher or Deputy Headteacher (or person on charge) who will deal with the matter.

2.4 We aim to reduce the impact of any bullying in our school. The vast majority of our children are well behaved and happy in school and it is important to keep this issue in proportion. When things go wrong we would very much hope that parents will cooperate with the school and with each other to reach solutions which are acceptable to all.

2.5 We regularly deal with the subject of bullying in school to enable our children to gain in confidence, realizing its importance, and feeling that they can report it if it occurs.

3. Preventative Measures

3.1 The Policy

Staff, governors and parents should be aware of the policy so that they can support it as

a fundamental policy.

3.2 The School

Although the children have an adult providing general supervision at all times inevitably there are times when they are not being directly supervised; in the toilets or cloakrooms for example. The more secluded parts of the playground and field can also be 'secret areas'. Checks should be made on these areas and any irregularities acted on.

3.3 The Curriculum

Through RSE and P.S.H.C.E messages about acceptable and unacceptable, desirable and undesirable behaviour will be addressed. This may be through drama, role play, discussion, games and stories. Bullying will be addressed each year as part of the social education programme.

3.4 The Children

It is vitally important that the children know that the school cares about bullying and that a child should speak out if they experience it or see it occurring. They should approach their class teacher, a teacher/teaching assistant on playground duty or a midday supervisor confident that they will be listened to and taken seriously.

3.5 The Christian ethos of the school encourages and values caring and sensitive behaviour from the children, reinforcing appropriate behaviour.

4. Guidelines For Action Should Bullying Be Reported

4.1 All serious incidents should be reported to a member of the Senior Leadership Team.

4.2 The teacher told should take the incident seriously. Incidents should be investigated fully and appropriate action taken (as outlined in this policy). The victim should be offered support. The 'perpetrator' should be spoken to in a calm manner and should understand that we disapprove of this behaviour and the victim's point of view should be given. The incident should then be recorded by the person in charge, and the Headteacher, and/or Deputy Headteacher informed.

4.3 The parents of the victim and 'perpetrator' should be informed and a plan of action decided. Both sets of parents should be encouraged to talk to their children about the incident and its consequences.

4.4 Nominated members of staff, usually the class teacher and/or midday supervisor and/or Pastoral Lead will support the victim/s, being available to listen and talk to them and monitoring them for any signs of the bullying re-occurring.

4.5 If bullying re-occurs then the behaviour of the child in question and their parents will be requested to discuss this behaviour with the Headteacher. If the pupil is on the SEN Register, outside agencies may be involved following this to help the 'perpetrator' break the cycle of behaviour. Bullying may necessitate exclusion from school.

4.6 It is possible that assertive techniques can be given to the bullied child which will help him/her stand up to other children in a non-violent but effective way. As a class or group, peer pressure can break a 'perpetrator's' power by disapproval.

4.7 The Victim

Parent(s) will be informed and a way of supporting the child discussed. This may be a nominated member of staff who will be available to talk and listen to the child. Regular checks will be made to reassure the child and to ensure that the bullying has not been

restarted/reoccurred.

4.8 The Bullies/Bully

The parent(s) will be informed and a way of preventing it occurring sought. Children bully for a variety of reasons and if this can be identified then a solution can usually be sought.

4.9 Procedures.

- Child can tell anyone.
- Head/Deputy/Person in charge informed and problem recorded
- Class teacher, dinner supervisor, midday supervisor informed.
- Parents informed.

5. **Monitoring the Policy and Reviewing It**

5.1 This behaviour policy will be discussed regularly and any amendments made.

6 **Implications for Staff, Parents, Children**

It is important that we are all aware of bullying and the nature of it. It is important that a child who reports bullying is taken seriously and listened to. Action should be taken promptly and parents informed when appropriate. By being open and supportive we hope that any bullying behaviour can be dealt with in the early stages thus avoiding a habit of bullying forming. An anti-bullying policy works if all staff, pupils and parents are familiar with it and support it.

7. **Anti-bullying Policy Review**

This policy is reviewed by the Head teacher, staff and Governors in accordance with Barrowby School's Policy and Review Cycle for approval by the Full Governing Body, every 3 years.

Last reviewed: September 2025

Next review: September 2028