



Anti-Bullying Policy

Baskerville School
Fellows Lane, Harborne, Birmingham, B17 9TS

Version Control

Version	Date	Purpose	Author

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Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Baskerville School.

Definition

Bullying is defined as deliberately targeted, hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves.

STOP = **S**everal – **T**imes – **O**n – **P**urpose

The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, homophobic remarks, reference to difference, threatening behaviour/threatening comments)
- online bullying (sending hurtful emails/ texts/ messages)
- indirect (spreading rumours, excluding someone from social groups) □ Children coercing other children to commit acts that may:
 - Be deemed bullying due to it's nature, e.g. completing a dare to be part of a group, sending inappropriate images etc.
 - Be deemed a bullying act towards another person

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in our school.

What Baskerville School will do

- Raise awareness of all staff and children about bullying and make sure that all share an understanding of what bullying is i.e. when a child is intentionally hurt or made to feel afraid or unhappy by another
- Achieve this aim through inclusion in PSHE curriculum, Circle time, Everyone Welcome Everyone Equal, Vision and Values assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour

- Promote an Everyone Welcome, Everyone Equal ethos across the school to model ways in which all members of our community are welcome in school, promote awareness and diversity.
- Participate in activities to promote anti bullying week every year
- Promote the Equality Act 2010 as a model of accepting and celebrating difference across the school and wider community. Ensure racist, homophobic, transphobic incidents are recorded and dealt with consistently alongside all incidents relating to the protected characteristics in the Equality Act 2010.
- Develop an understanding of British Values that celebrate diversity and difference in the UK
- Make it clear that bullying has no place at Baskerville School and will not be tolerated. If it occurs, action will be taken
- Identify potential problem areas in the school and the times of day when problems may occur; ensure that these areas are well supervised at these times
- Communicate our policy on bullying to parents and governors
- Promote Pupil Voice and create opportunities for individuals to talk with teachers/the pastoral team about anything that is worrying them.

How staff will respond to reports of bullying

- We must give time to listen to the victim and ensure that the child reporting the incident understands that it will be taken seriously. It may have needed considerable courage to 'tell'.
- Class teachers should be prepared to accept that a child might prefer for whatever reason, to approach another adult in school that they have built a relationship with.
- We should find out where and when bullying is happening, who is involved and, if appropriate, the child's view of why it is happening.
- Find ways to raise the esteem of the victim in school.
- Only if appropriate, and then with sensitivity, discuss the problem with the class or group (in the victim's absence if they prefer), for example within a circle time session.
- Explain to the children involved that parents need to be consulted about serious incidents
- Make sure that issues are dealt with promptly and appropriately (see below).
- Log all bullying incidents on Arbor and CPOMs so that patterns and trends can be identified.

Dealing with a child who has demonstrated behaviour that has deemed to be of a bullying nature

- In the first instance the school will ascertain as to whether the behaviours meet the bullying definition as outlined above
- As soon as facts of incidents are reported, investigated, confirmed as bullying and recorded, the child's parents will be asked to come to school.
- Reasons for bullying behaviour should be discussed with the child, parents, class teacher, Pastoral staff, SLT as appropriate - to establish the root causes.
- Make it clear that further bullying behaviour will not be tolerated.
- Ask parents to acknowledge responsibility for their child's behaviour.
- The children involved should be referred to the pastoral team so that an appropriate response can be implemented.

Monitoring and Reporting:

The Head Teacher and Assistant Head Teacher regularly monitor the electronically held file of recorded incidents of bullying and the behaviour logs and report information back to the SLT. Reports are also fed back to the Governing Body via the Head Teacher report.

Governors:

The Governing Body has a designated governor with responsibility for safeguarding and child protection. The Designated Safeguarding Lead with responsibility for behaviour includes in the Head Teacher termly report on Safeguarding and child protection to the Governing Body, including incidents of bullying. Governors regularly review policies and procedures regarding safeguarding and child protection. Governors do not get involved or know details of individual cases. This policy should be read in conjunction with the school Behaviour Policy and the Safeguarding Policy. This policy will be reviewed annually as part of the annual audit of safeguarding provision.