



# Belton Lane

## Primary School

### ANTI-BULLYING POLICY

2012

#### LEGISLATION

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Act also gives Headteachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere eg at local shops or cyber-bullying.

The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to :

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity
- Foster good relationships between people.

The measures taken by schools with regard to behaviour and bullying prevention **MUST** be communicated to all staff, parents and pupils.

#### DEFINING BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms :

- Verbal eg name-calling, threatening harm, repeated teasing
- Physical eg hitting, kicking, scratching, hair pulling
- Ignoring or excluding
- Turning friends against the victim
- Cyber bullying via texts or the Internet
- Sending nasty notes

Bullying can be motivated by prejudice against particular groups on grounds of religion, race, gender, physical characteristics, disability or because a child is adopted or in the care system.

Stopping violence is obviously the school's first priority but emotional bullying can be even more damaging and schools must act on this quickly.

### AIMS OF THE POLICY

The staff at Belton Lane Primary School are committed to providing and encouraging a caring and secure environment where all pupils can learn and develop in order to prepare them for adult life. In order to do this it is vital that pupils, parents, staff and Governors are aware of what is considered unacceptable behaviour within our school, what procedures and strategies are in place to deal with incidents of bullying and how the methods intended to keep our pupils safe are monitored.

### PROCEDURES FOR DEALING WITH BULLYING

The Headteacher is informed of all cases of bullying that occur. Cases of bullying are always dealt with by a senior member of staff and usually by the Headteacher.

Parents of both parties will be contacted if the Headteacher feels it is necessary.

Disciplinary measures must be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils. It is important to consider the motivations behind the bullying behaviour and whether it reveals any concerns for the safety of the perpetrator.

The consequences of bullying behaviour must reflect the seriousness of the incident so that the children see that bullying is unacceptable and punishable.

### Sanctions

These sanctions will depend on a variety of factors but must be applied consistently and fairly. In all cases the sanctions will include an apology to the victim.

They may include :-

- Being kept in at playtime/lunchtime for a fixed period
  - Being prevented from taking part in a treat
  - Involvement of parents
  - Short-term fixed exclusion
- Sessions with the Learning Mentor to enable the perpetrator to understand the consequences of their behaviour and to develop strategies to prevent the behaviour happening again.

### RECORDING AND REPORTING INCIDENTS

The Headteacher has a duty to record and report incidents of racism to the Local Authority. They record incidents of poor behaviour and bullying in a Behaviour Log. This Log can be used to detect any patterns of bullying towards or by a particular pupil. The Headteacher must decide when to report an incident of bullying to other authorities depending on the seriousness of the incident and other circumstances. The Headteacher will also need to decide if there is a need to involve other external services to support the child.

The school will ensure that ALL pupils are involved in preventing and tackling. Pupils will be made aware that they can help to tackle bullying if they report incidents that they have seen or have been made aware of. If they do not report incidents pupils need to be aware that they can actually contribute towards bullying

## PREVENTATIVE STRATEGIES

The main ways to prevent bullying are to create an ethos of good behaviour where pupils treat each other and school staff with respect, and to teach children about the importance of understanding and tolerating differences between people. This may be done in discrete PSHE lessons and school assemblies or in class in order to respond to specific situations. We also believe it necessary to regularly teach about the dangers of cyber-bullying.

Other strategies to prevent bullying are :

- the whole school spends time each year considering the theme. This is delivered through assemblies, displays and classroom-based activities using age-appropriate activities.
- The Pupils' Code of Behaviour are displayed in each classroom and around the school and all pupils are aware of what is deemed acceptable and unacceptable behaviour.
- Years 1 to 6 have an elected School Council member who can convey pupil ideas to the Headteacher in regular meetings
- Play ground leaders assist the staff on duty at lunchtimes.
- Benches have been provided near the playgrounds for pupils wishing to sit and not play.
- When the weather permits, playground and field games are available at lunchtime and playtime which encourage co-operative play.
- Lunchtime staff are given training on identifying bullying and how to deal with it.
- Staff encourage children to report bullying and create a positive and safe environment where pupils' concerns can be expressed and problems solved without fear of victimisation.

