Introduction:
At Brickhouse Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so that they may learn in a relaxed and secure atmosphere. Bullying of any kind is not acceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff.

School objectives:
 Staff governors, pupils and parents should be committed to the prevention of bullying and unacceptable behaviour
 All staff, governors, pupils and parents should have an understanding of bullying behaviour and its consequences
 Clear procedures for the reporting of bullying should be understood and followed
 Clear guidelines for staff and children on how to deal with incidents of bullying should be understood and followed
 Staff to be aware of vulnerable groups in school who are susceptible to bullying and who may display bullying behaviours

What is bullying?
Often there is confusion as to what bullying is. Some people make the mistake of thinking that a one-off incident of name calling, for example, constitutes bullying. In Sandwell, the STOP model is used to reinforce what bullying is. Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim, which occurs:
Several Times On Purpose

Bullying does not always have to be physical violence. It can take many forms, for example:
 Emotional—being unfriendly, excluding, tormenting, (e.g. hiding books, threatening gestures)
 Physical—pushing, kicking, hitting, punching or any use of violence
 Racist—racist taunts, name calling, gestures on the basis of skin colour
 Sexual—unwanted physical contact or sexual abusive comments
 Homophobic—because of, or focusing on the issue of sexuality
 Verbal—name calling, sarcasm, spreading rumours, teasing
 Cyber—bullying that takes place using electronic technology
Vulnerable factors that may contribute to bullying

Any child can be bullied, and although none of these characteristics can excuse it, certain factors can make bullying more likely:

- lacking close friends in school
- being shy
- an over-protective family environment
- being from a different racial or ethnic group to the majority
- being different in some obvious respect e.g. being smaller, bigger or having a stammer
- having Special Educational Needs or a disability
- behaving inappropriately, intruding or being a ‘nuisance’
- possessing or not possessing expensive accessories
- high attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Bullying is not

The occasional falling out with friends, a one off incident of name calling, arguments or when the occasional trick or joke is played on someone, is not considered, by our school’s definition, to be bullying. Children 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 children’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. At Brickhouse we empower children to have healthy relationships. One way we achieve this is by delivering structured, focused lessons as part of our Spiritual, Moral, Social and Cultural (SMSC) scheme of work on friendships and what to do when we fall out with our friends. We can use the acronym STOP (Several Times On Purpose) to remember that the situation is officially defined as bullying only after ‘on purpose’ incidents have been documented several times.
Procedure:
For parents who wish to contact the school regarding issues of bullying there is a clear chain of command;

Class teacher - Phase leader - Deputy/Assistant Head Teacher - Head Teacher

The following points have been written by the School Council and has been amended and agreed by staff and parents.

This is what it looks like for our children;
1. Tell the teacher if you think you are being bullied or tell someone at home or a friend so they can tell the teacher.
2. Explain exactly what has happened and talk with the teacher to see if it is bullying or a one off bad behaviour (See Appendix One should be on display).
3. Teacher to check both sides of the story.
4. Record any incidences saying if it is bad behaviour or one off bad behaviour. This will help keep track of repeated incidents.
5. Bad behaviour to be addressed according to the school policy.

How are bullies dealt with;

First Offence

If the Headteacher/Deputy believes that bullying has occurred after a full investigation, then the bullies will be isolated within school for a period of 3 days in another class, their parents will be informed by letter and the incident will be kept on file for future reference.

Further Offences

If the Headteacher/Deputy believes that bullying has occurred after a full investigation, then the bullies will be excluded from school for a fixed term of 3 days. Their parents will be informed by letter and the incident will be kept on their file for future reference.

Repeat Offenders

If the Headteacher/Deputy believes that bullying has occurred after a full investigation, then the bullies will be excluded from school permanently in line with the schools exclusions system (For further details see school’s Behaviour policy)

There should be extra sessions to help the bully change their behaviour and the person who has been bullied to build their confidence. Our learning mentor will strive to support these children.
Next the priority becomes ensuring the ‘victim’ is reassured that they are safe in school. The welfare of the victim is the priority, before sanctions against the ‘bully’. This is done by:

- Talking to the friends of the victim and asking that they take care of them on the playground and report any incidents they see.
- Making the Lunchtime Supervisor aware of the situation, so that they can monitor the victim when on the playground at lunchtime.
- Making staff on playground duty at break time aware of the situation, so that they too can monitor the victim at break times.
- Setting up a daily slot where the child is withdrawn from their class, near to the end of the day to discuss how the day has been for them and to maintain a daily log together of their day at school. (The Learning Mentor will pass on any concerns they have with regards to further incidents).

Once the welfare of the victim is sorted (this process should not take long to set up) then investigations can take place with the alleged ‘bully/bullies’.

How it looks for adults who care for our children:

1. Children should be encouraged to report all incidents of bullying to a member of staff.
2. All incidents should be investigated and records kept by the class teacher. Serious or persistent incidents of bullying should be referred to the Deputy or the Head Teacher at their discretion. If either of the children are in a vulnerable group the relevant leader should be informed so they can lend support.
3. Parents may be informed when appropriate and may be asked to attend a meeting to discuss the matter.
4. Members of the Special Needs staff may become involved in the problem.
5. Each case will be treated separately and the appropriate action or sanction will be applied.
6. The bully will need to understand his/her wrongdoings and be helped to appreciate any distress caused. He/she should apologise to reconcile the problem. The concept of empathy with another child’s feelings is an important issue.
7. In serious or persistent cases, where corrective action and special needs involvement does not change the pattern of behaviour, a formal warning will be issued to the child and his/her parents. Any continued acts of bullying may result in exclusion at the discretion of the Head Teacher.
Prevention:
Brickhouse Primary School acknowledges that prevention is better than intervention. The ethos of the school is of vital importance here. The school rules, the fostering of mutual respect and our commitment to personal and social education will contribute to this aim. We teach direct lessons and themes linked to anti-bullying through our SMSC lessons and also build on this through regular assemblies. In addition to this our ongoing SMSC lessons help to prevent bullying of vulnerable groups by building understanding and empathy. At Brickhouse we also have a buddy scheme on KS1 and KS2 playgrounds to encourage positive friendships and relationships, as well as giving children the opportunity to talk to someone if they need to. Peer mentors from KS2 also work with younger children at lunchtimes to support play. This document forms part of a larger policy on behaviour. Children, staff and parents need to understand the reasons for these policies and need to work together to achieve a happy and secure school for everyone.

Online Safety:
Cyber-bullying occurs away from the school premises and can be a criminal offence. However, we are committed to the wellbeing of our children and will support parents as much as we are able regarding cyber-bullying. We take precautions in school to limit opportunities for cyber-bullying and actively embark on preventative lessons. Children and staff all adhere to an acceptable users policy.

In our accordance with our Mobile Phone Policy, children are not permitted to have mobile phones in school. Should they need to they are permitted to leave their phones with the class teacher to be collected at the end of the day.

There are specific direct and preventative lessons regarding online safety that are taught throughout the school year as part of our computing scheme of work.

In addition to the guidance provided in this document, Appendix 3 provides teachers and parents with further advice and support. It is essential that we have the support of everyone connected with Brickhouse Primary School over aspects of behaviour. This policy has been agreed with staff, pupils, parents and governors.

Review date: ........................................................
If you are worried about bullying and are not sure - read this checklist:

1. Is somebody doing something to hurt someone physically or emotionally?
2. Is it deliberately done to cause upset and may have been planned in advance?
3. Has it been ongoing for a long period of time? (Not a one off incident)
4. Are they trying to make someone feel smaller or weaker than them?

If you are answering YES to any of these questions then you need to SAY NOW!

Tell someone who can help you:
- A teacher
- Parent or carer
- Playground buddy
- Friend
- An adult at school