



**Bank End Primary Academy**  
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Part of United Learning

## Bank End Primary Academy

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# ANTI-BULLYING POLICY

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**July 23**

POLICY SIGNED OFF DATE:	11/07/2023	17/07/2023
SIGNED OF BY:	F Bettison	J. Astley
ROLE:	Headteacher	Chair of Governors



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Below are details of Worsbrough Bank End Anti-Bullying policy in line with United Learning's Policy on anti-bullying.

Worsbrough Bank End will always uphold our six values within all aspects of school life.

- Confidence • Respect • Ambition • Creativity • Enthusiasm • Determination

Worsbrough Bank End recognises that everyone has the right to feel safe and is aware of the emotional distress that bullying causes. As a consequence, the school has in place strategies to ensure the safety of the victims and it will put in place strategies to stop bullying behavior.

### Aims

- To establish an ethos in which bullying is unacceptable;
- Create a safe environment where people can work, learn and play;
- Create an atmosphere in which all feel free to speak up if bullying takes place and where all people know that they will be listened to, and that action will be taken, and help offered;
- Generate positive values, encourage tolerant attitudes and develop improved behaviour;
- Consider and investigate all incidents carefully and take appropriate and effective action to resolve issues.

### What is Bullying?

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally

- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist - racial taunts, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;
- Homophobic - focussing on the issue of sexuality;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber - all areas of the internet (e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology (e.g. camera & video facilities).

### Victim



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A person is bullied when he/she –

- suffers harm over a period of time;
- is subject to repeated attacks, either physically or mentally;
- is unable to defend him/herself;
- a victim is someone who is powerless to change the situation in which they find themselves.

### **Bullies**

Bullying can be –

- physical – intimidation;
- psychological – isolation;
- verbal – name calling or teasing. Bullying is different from random or one-off acts of violence.

A bully inflicts harm on more than one occasion.

Bullies can inflict harm through media such as mobile phones and the internet. The school promotes a positive, supportive and secure environment which gives pupils a sense of being valued and gives children the opportunity to fulfil their potential.

### **Supporting children to be resilient**

Anti-bullying forms an overt part of the school curriculum. Children are made aware of bullying and how to protect themselves from such behaviours.

We aim to encourage children to be self-confident, self-reliant and develop resilience.

This is done through the following:

- Assemblies;
- PSHE and SEAL lessons;
- Anti-Bullying Week.

It is also referred to in other areas of the curriculum as is appropriate.

Children are also given formal and informal opportunities to talk about issues and problems that affect them through the following:

- Class discussion;
- Regular Circle time;
- School council meetings;
- One to one mentoring discussions;
- Each class can have a 'bullying box' if there is the need, where children can put a note or sign that they are being bullying.
- Team Time

The school is careful to ensure that issues of bullying are discussed openly and calmly without engendering an atmosphere of fear and mistrust.



The school Behaviour Policy and Safeguarding policy are both aimed at supporting and protecting vulnerable pupils in the school and ensure that all children understand that some behaviours are unacceptable.

### **Procedures to deal with bullying**

All staff should be aware that bullying takes place in all areas of life and that we are all likely to be bullied at some time in our life. All members of the school community should be vigilant to the occurrence of bullying and if it is suspected should tell a responsible person as soon as possible.

In the case of a child being bullied

Incidents of bullying will normally be dealt with by:

- The Teacher;
- Phase leader or Principal.
- In the first instance the report, disclosure or incident should be immediately referred to the child's teacher.
- All reports, disclosures and incidents will be taken seriously.
- The teacher will first talk to the victim and establish the nature of the bullying/ names of bullies etc.
- The teacher will then make a judgement as to the severity of intent and harm and will respond appropriately.

Action could include;

- Counselling the parties involved;
- Informing the phase leader or Principal;
- Recording the incident on the anti-bullying log.

Responses that could be made in respect of the victim: -

- Parents be informed;
- Support offered to child (for example; provision of a 'safe space' – maybe inside with a friend – develop a 'circle of friends', or nominate a 'special friend');
- Support the child by using the mentoring programme;
- Seek outside agency support to develop self-esteem (SEN register);
- Make staff aware of ongoing bullying so that they can intervene effectively and rapidly.

Responses that could be made in respect of the bully: -

- Confront the bully with their behaviour;
- Appropriate punishments in line with the Behaviour policy;
- Parents be informed;
- Make staff aware of the bullying so that they can monitor the situation and supervise the bully;



- Withdraw the bully from the playground or restrict them from being on the school site at certain times;
- Write and sign a behaviour plan which targets certain behaviours;
- Staff work with the bully to determine the causes of the behaviour and put in place strategies to stop the behaviour;
- Seek outside agency support on behaviour (SEN register);
- Lunch time exclusion;
- Fixed term exclusion;
- Permanent exclusion.

### **Monitoring and reporting to governors**

Cases of bullying recorded on a bullying form will be reported to the Chair of Governors (Safeguarding Governor).

The Principal will make an annual report on bullying to Governors at the end of the academic year (July meeting). This report will include a survey of children's experience of bullying (carried out by teachers during circle time) and the number of recorded incidents of bullying.

### **Advice to Parents**

As the parent of a child whom you suspect is being bullied you must

1. Report bullying incidents to the class teacher, phase leader or Principal
2. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
3. If necessary and appropriate, police will be consulted
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
5. An attempt will be made to help the child that is using unacceptable behaviour towards others, to change their behaviour.

### **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 0808 800 5793



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Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice

Owner	Principal
Reviewed	Annually
Date Authorised	July 23
Review Date	July 24



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