

Broomhill Primary School



Anti-bullying Policy and Procedure

Updated: January 2019

“We can work together, and always do our best”

This policy outlines the procedures at Broomhill School which reduce, prevent and respond effectively to bullying behaviour. We aim to provide a clear and consistent approach to managing any incidents of bullying behaviour in our school.

Definition of bullying behaviour:

“bullying is both behaviour and impact; the impact is on a person’s capacity to feel in control of themselves. This is what we term as their sense of ‘agency’. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened frightened and left out. This behaviour happens fact to face and online” (Respect me, 2015)

Prevention and Reduction

Bullying is a children’s rights issue, bullying behaviour means children’s rights can be compromised.

Article 12 – You should have a say in decisions that affect you. Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

At Broomhill School we aim to focus on fostering self-awareness, by encouraging pupils to think about what is behind the words we use and how certain behaviour can be hurtful. We will reinforce the message that bullying behaviour is unacceptable and ensure that there are consequences to bullying behaviour, focussing on developing resilience and equipping children and young people to deal with it in a solution focussed way.

Staff at Broomhill School have a responsibility and duty to report bullying, to be vigilant to the signs and play an active role in preventing such behaviour. Staff will always be sympathetic and value the child, their experiences of bullying behaviour, and will not generalise. Any incidents of bullying behaviour will be tackled in a restorative manner which is age-appropriate.

All staff at Broomhill School will be familiar with the Anti-Bullying Policy and our Positive Behaviour Policy and ensure that these are followed in order to promote the safety and well-being of all children and young people.

Parents and Carers will also play an active role in measures to prevent bullying behaviour by looking out for potential signs such as; distress, lack of concentration, feigning illness or

other unusual behaviour. Parents and carers should encourage their child not to retaliate but to support and encourage them to report the bullying behaviour. Parents can also seek support from the school and directly report the behaviour.

Children should avoid any kind of bullying behaviour and should watch out for signs of such behaviour among their peers. They will be made aware of the options they have to report such behaviour and also that they can offer support by, if possible, helping them to tell a trusted adult or to report directly.

Recording and Reporting

All instances of prejudice-based bullying that fall under any of the protected characteristics listed under the Equality Act 2010 will be reported and recorded.

Article 2 – You have the right to protection against discrimination

At Broomhill School all incidents of bullying will be recorded within the SEEMIS Bullying and Equalities module. This will allow us to enter and maintain details of any alleged incident reported.

Incidents at Broomhill School will be dealt with by class teachers and escalated to Senior Management when necessary.

This Policy will be reviewed in **August 2019**