



Tel: 01993 822159 Fax: 01993 822792  
Email: office.2251@burford-pri.oxon.sch.uk  
Head Teacher – Mrs Jenny Dyer  
School website: www.burford-pri.oxon.sch.uk

*'Enthusiastic Learners showing Pride and Respect'*

## **ANTI-BULLYING POLICY**

### **1.0 Introduction**

Burford Primary School provides a caring, supportive and safe<sup>1</sup> environment for all our pupils and aims for a culture of inclusion and diversity in which everyone can participate fully in school life, regardless of their gender, race, or any disability<sup>2</sup>. Bullying of any kind is not tolerated and, therefore, we work as a community to promote, celebrate and value good behaviour, effort and achievement. This is underpinned by a collective ethos and united approach to bullying, whereby pupils can be listened to, be fairly treated and talk openly about bullying; they understand its impact on others and know how and where to find support guidance and resolution, as outlined by this policy and supported by outside agencies (*Appendix 1*) and other statutory documents (*Appendix 2*).

### **2.0 Aims**

The aims of this policy are for all pupils, staff, governors and parents to understand the definition of bullying, the signs and symptoms and how Burford Primary School ensures a consistent and systematic whole school approach in response to any bullying incidents that may occur, either within the school environment or outside e.g. on school trips or residential, when under the supervision of its staff. It aims for all children who attend, or visit the school, to be able to learn, free from disruption and without the fear of being bullied; bullying of any kind is a serious issue and unacceptable at our school. These aims are supported through the Department for Education's guidance: 'Preventing and tackling bullying: Advice for head teachers, staff and governing bodies': October 2014'.

---

<sup>1</sup> Keeping children safe in education: statutory guidance for schools and colleges September 2016

<sup>2</sup> See the school's Equality Policy

### **3.0 Commitment**

Burford Primary is committed to a consistent whole school approach in both preventing and responding to bullying:

- Pupils are mutually respectful of each other's thoughts, feelings and beliefs and following the 'Burford Buzz Words'<sup>3</sup>
- Independence, self-discipline, self-esteem and a sense of responsibility for all pupils are encouraged
- Opportunities are provided for pupils to explore and discuss bullying, as well as express worries and anxieties through the Personal, Social and Health Education (PSHCE) Curriculum, which is the Family Links Nurturing Programme
- Consistent and clear expectations and approaches to positive behaviour management and bullying
- pupils, staff and parents are encourage to talk openly about bullying
- All allegations of bullying are investigated quickly and carefully
- Allegations/incidents of bullying are recorded, analysed and reported
- The Head Teacher is responsible for ensuring the policy is implemented consistently and effectively and for reporting to governors all incidents of bullying
- The policy and its impact will be monitored by governors through a regular audit of records during school visits.

### **4.0 Definition of Bullying**

Bullying is defined as behaviour, carried out by an individual(s) or group, who use their power to intentionally hurt another individual physically and/or emotionally, and is usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. It results in somebody feeling unhappy, hurt, threatened or frightened. It is humiliating and causes suffering, distress and isolation.

#### **4.1 Types of Bullying**

This policy covers all types of bullying, including:

- Bullying related to **appearance or health conditions**
- **Bullying of vulnerable groups** eg. pupils known to be eligible for free school meals or those who are academically more, less able or those with special educational needs and disabilities, as defined by the Equality Act 2010
- Bullying of **young carers or looked after children** or otherwise related to home circumstances
- **Cyber bullying** – includes all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, social networking, instant

---

<sup>3</sup> See Charter for learning and working together

messenger and/or misuse of associated technology i.e. camera and video facilities, which can be motivated by prejudice against particular groups

- **Discriminatory language and offensive comments** - including teasing, taunting, mocking, name calling, sarcasm, spreading rumours, and/or making threats
- **Emotional** - being unfriendly, intimidating, excluding, tormenting e.g. hiding books, threatening gestures and/or spreading rumours
- **Homophobic** - bullying when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender or possibly just because they are seen as being different
- **Physical** - any use of violence, including pushing, kicking, hitting, punching and/or taking of belongings
- **Psychological** - excluding an individual from group play; refusing to talk to or even acknowledge an individual; lying, fake rumours and spreading gossip, encouraging others to turn against someone, leaving someone out constantly and encouraging others to do the same; socially excluding someone; damaging someone's social reputation or social acceptance; using humiliating nicknames and continuing when asked to stop
- **Race, religion or culture** - Bullying based on ethnicity, skin colour, language, religious or cultural practices.
- **Sexual** - unwanted physical contact and/or sexually abusive comments that are intended to cause offence, humiliation or intimidation.

#### 4.2 Illegal types of Bullying

The following forms of bullying are illegal and should be reported to the police, by dialling 999, if someone is in danger:

- Violence or assault
- Theft
- Repeated harassment or intimidation e.g. name calling, threats and abusive phone calls, emails or text messages
- Hate crimes

#### 5.0 What is NOT Bullying?

- **One-off incidents** - Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.
- **Mutual conflict** – A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

## **6.0 Whole School strategies to minimise Bullying**

### **6.1 Relating to pupils, Burford Primary will:**

- Ensure pupils are aware of the school's *Positive Behaviour Policy* and understand the range of sanctions that may be applied against those engaging in bullying
- Promote a 'telling school'
- Ensure pupils are aware that all bullying concerns will be dealt with sensitively and effectively
- Support and work with pupils who have been bullied
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of helplines and websites within the school environment relating to bullying and on the Burford Primary School website.

### **6.2 Relating to staff, Burford Primary School will:**

- Follow this policy and procedures relating to bullying
- Promote positive relationships and actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience, through the PSHCE Curriculum, which is the Family Links Nurturing Programme
- Provide additional opportunities for addressing bullying e.g. through displays, peer support and the School Council
- Promote positive relationships and identify and tackle bullying appropriately
- Report to parents/carers regarding concerns relating to bullying and deal promptly with complaints
- Learn from good anti-bullying practice elsewhere and utilise support from relevant organisations, as appropriate
- Discuss, monitor and review the Anti-bullying Policy at least every 3 years.

### **6.3 Relating to parents, Burford Primary School will:**

- Ensure this policy is available to parents on the school website and on request
- Expect parents/carers to work with school to uphold the Anti-bullying Policy
- Ensure that parents/carers know who to contact if they are worried about bullying (*Appendix 3c*)
- Ensure parents/carers know about the school's complaints procedure and how to use it effectively (*see Complaints' Procedure Policy*)
- Ensure parents/carers know where to access independent advice about bullying (*Appendix 1*)
- Meet with parents who have concerns about bullying.

## **7.0 Signs of Bullying**

A child may show signs or behaviour that indicates he/she is being bullied:

- Is frightened of walking to and from school
- Begs to be driven to and from school
- Changes in their usual routine
- Displays an unwillingness to go school
- Begins to truant
- Becomes withdrawn and anxious
- Becomes less confident
- Runs away
- Achievement in school falls
- Possessions are damaged or missing

## **8.0 How Burford Primary school will respond to allegations of Bullying**

Burford Primary School will respond to any concerns, allegations and/or incidents of bullying in the following ways:

- Encourage pupils to report any incidents of bullying immediately after they happen to an adult in school (*Appendix 3a*)
- When bullying is occurring, the pupil is reassured that action will be taken sensitively and support given by staff (*Appendix 3b*)
- Parents to report any incidents of bullying to the class teacher/head teacher (*Appendix 3c*)
- A written account of each incident, by the reporting member of staff, will be recorded, using an Incident Behaviour Form (*Appendix 4*), as part of the school's Positive Behaviour Policy, including the action taken
- The class teacher will discuss the concerns/incident to establish facts and talk through any issues with the pupil(s) concerned, so that an early resolution can be sought
- Pupils involved in bullying incidents will be monitored by the class teacher
- If the concerns do not improve and further incidents occur, school will contact parents to discuss the concerns, stating that bullying is not tolerated and advise what action will be taken, as outlined in the *Positive Behaviour Policy*
- As appropriate, other relevant agencies and/or organisations may be contacted for support in resolving a bullying incident (*Appendix 1*).

## **9.0 The Role of the Governing Body**

The Governing Body supports the Head Teacher in all attempts to eliminate bullying at Burford Primary School. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the Anti-bullying Policy regularly. Governors require school to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of school's anti - bullying strategies.

If parents are not happy with how School has responded to incidents of bullying and/or the actions taken, they can either appeal or make an official complaint to the Governing Body, referring to the school's Complaints Procedure

### **10.0 Links with other school policies**

This Policy links with a number of other school policies including:

- Child Protection and Safeguarding Policy
- Complaints Procedure Policy
- Confidentiality Policy
- Equality Policy
- Positive Behaviour Policy

### **11.0 Monitoring and Review**

Burford Primary School and the Governing Body will review this Policy at least once every three years or earlier if incidents occur that suggest the need for review.

Signed: Zoe Khan, Chair of Governors

Signed: Jenny Dyer, Head Teacher

Dated: 21 March 2017

Review date: February 2020

**List of Outside Agencies**

<http://www.anti-bullyingalliance.org.uk/>

<http://www.bullying.co.uk/advice/anti-bullying-advice>

<http://www.childline.org.uk/pages/home.aspx>

<http://childnet-int.org/>

<http://www.cybermentors.org.uk/>

<http://www.direct.gov.uk/en/YoungPeople/HealthAndRelationships/Bullying/index.htm>

<http://eachaction.org.uk/>

<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying/f0076899/preventing-and-tackling-bullying>

<http://www.gogetinfo.com/>

<http://www.kidscape.org.uk/childrenteens/index.asp>

<http://www.mencap.org.uk/>

<http://www.parentsprotect.co.uk>

<http://www.stonewall.org.uk/>

<http://www.thinkuknow.co.uk/>

<http://ww.thamesvalley.police.uk/>

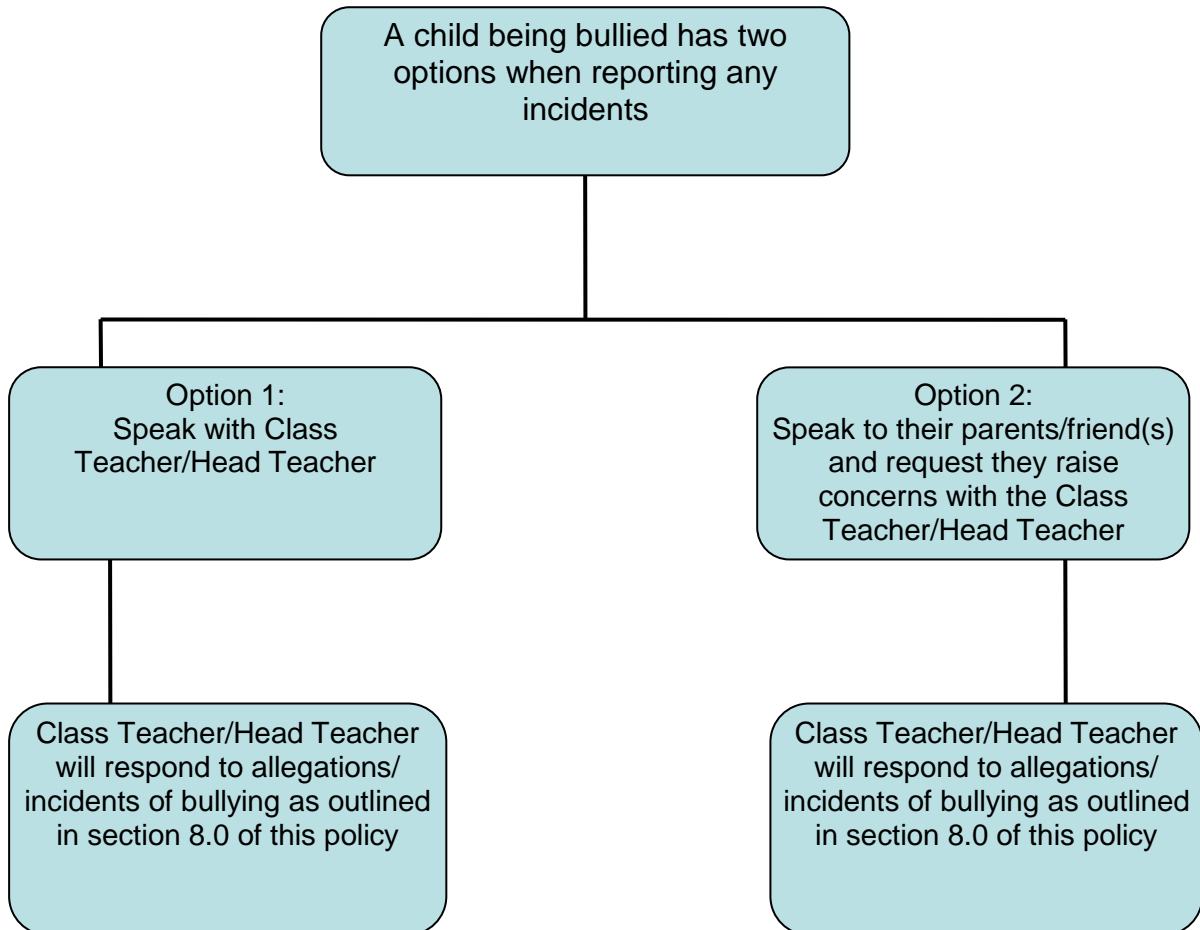
## ***Appendix 2***

### **Statutory documents:**

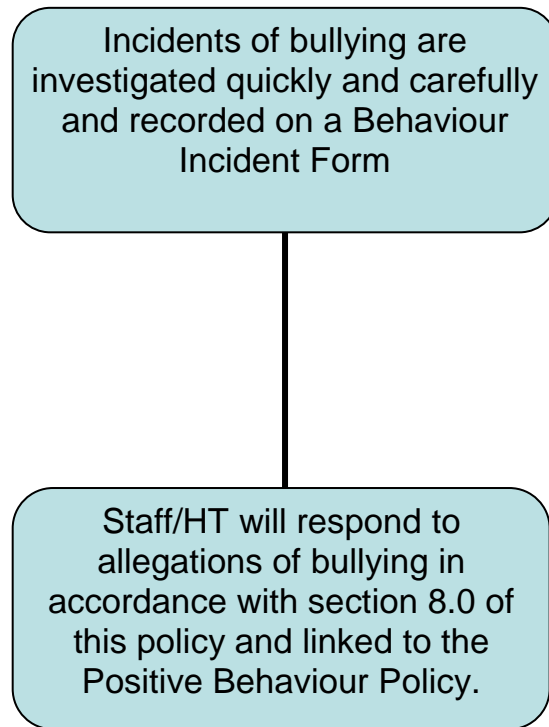
- Anti-discrimination Law – staff act to prevent discrimination, harassment and victimisation
- Public Order Act 1986
- Malicious Communications Act 1988
- Children Act 1989
- Protection from Harrassment Act 1997
- School Standards and Framework Act 1998
- Education Act 2002
- Communications Act 2003
- Education and Inspections Act 2006
- Independent School Standard Regulations 2010 (applicable to academies)
- The Equality Act 2010
- Education Act 2011



**Strategy to address Bullying  
Guidance and procedure for Pupils**



**Strategy to address Bullying  
Guidance and procedure for Staff**



### Strategy to address Bullying Guidance and procedure for Parents

