



Brookhurst Primary School

Behaviour and Anti-Bullying

10 February 2020

Author : Mr M Hughes

**Approved : Chair of Full Governing
Body**

Staff Name	Last Open	Signature Date
Ms A Stanton	15-12-2016	15-12-2016
Mrs L Wythe	23-01-2017	08-02-2021
Chair of Full Governing Body	09-07-2017	09-07-2017
Emma Hugill	30-04-2018	27-04-2021
Richard Cargill	18-11-2019	18-11-2019
Stephanie Beamish	01-07-2021	01-07-2021
Jonathan Turton	09-03-2021	09-03-2021
Robert Nash	Not Yet	Not Yet
Mr M Hughes	10-11-2016	10-11-2016
Mrs S Uddin	06-03-2017	06-03-2017
Mrs K Whipp	06-02-2017	06-02-2017
James Fullbrook	25-09-2018	25-09-2018
Lauren Brough	03-10-2018	03-10-2018
Lucy Hartwright	19-01-2019	19-01-2019
Georgia Morris	04-02-2021	04-02-2021
Anna Archer	28-04-2021	28-04-2021
Becky Gunthorpe	Not Yet	Not Yet
Gill Howell	Not Yet	Not Yet
Alex Oldham	18-09-2020	18-09-2020
Claire Honey	27-09-2020	27-09-2020
Charlotte Lidgard	17-09-2020	28-04-2021
Verity Maclean	Not Yet	Not Yet
Olivia Whatcott	Not Yet	Not Yet
Amy Sexton	Not Yet	Not Yet
Mrs E Moon	10-11-2016	10-11-2016
Mrs C Clarke	12-02-2017	12-02-2017
Mrs T Henderson	23-02-2017	11-01-2021
Ms F Hughes	08-06-2017	14-01-2018
Mrs R Jones	09-02-2017	12-02-2017
Mrs G Lindsay	09-02-2017	09-02-2017
Mrs T Taylor	07-02-2017	08-02-2017
Mrs K Waterfield	06-02-2017	06-02-2017
Mrs J Weston	01-03-2017	01-03-2017
Gina Reynolds	17-09-2017	22-09-2021
Chrissy Wales	17-10-2018	Not Yet
Stella Newman	14-12-2019	14-12-2019
Sioban Mulherin	04-01-2021	08-01-2021
Cathryn Clarke	Not Yet	Not Yet
Sofia Gryparis	Not Yet	Not Yet
Teresa Henderson	Not Yet	Not Yet
Christine Wales	Not Yet	Not Yet

Siobhan Mulherin	Not Yet	Not Yet
Elisabeth Ingham	17-05-2021	17-05-2021
Julie Byrne	Not Yet	Not Yet
Billy Jarvis	Not Yet	Not Yet
Rachel Chowanietz	Not Yet	Not Yet

Anti-Bullying Policy

Brookhurst Primary School



A Place to think and Grow

Policy Written by Mark Hughes - Spring 2020

Policy to Governors for information

Policy to be reviewed - Autumn 2023

Ambition Statement

“A place to think and grow”

Brookhurst aims to be a caring, welcoming, stable and friendly school community. We will provide the best possible environment for children to learn and develop, as well as to cultivate a sense of wonder, empathy and understanding of the world around them. Together, we will strive to bring the best out of our children, ensuring that they maximise their potential and are prepared as fully as possible for the next stage of their lives.

Governors and Staff of Brookhurst Primary School, 2019

Our Code of Conduct

At Brookhurst

- we are ready to learn
- we listen to each other
- we look after the school and the things in it
- we walk when inside school
- we treat each other as we would like them to treat us



Introduction

At Brookhurst we deplore bullying and are aware of the consequences in adult life of bullying in childhood. Bullying is against the ethos of our school.

This anti-bullying policy is to be read in conjunction with our Positive Behaviour Policy 2020 and supports our Code of Conduct. It outlines what we at Brookhurst will do to prevent and tackle all forms of bullying. We are committed to developing an anti-bullying culture where no forms of bullying will be tolerated.

Aims

- to encourage positive relationships between children, parents/carers, staff and the local community
- enable all pupils to be listened to
- to nurture positive self-discipline, respect and thoughtful behaviour between children, parents/carers, staff and the local community
- reported incidents will be taken seriously and investigated thoroughly
- maintain high standards of behaviour
- encourage pupils to take responsibility for their own behaviour
- ensure the needs of a victim are paramount
- clear procedures to adhere to when there is any unacceptable behaviour
- promote an environment where children feel they can trust and tell all adults if they are being bullied or know about any bullying in school

Definition of Bullying

At Brookhurst we have adopted the Anti-Bullying Alliance's definition of bullying as being-

“...the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. Bullying is used as abuse against power and can be planned and organised. This can be identified through individuals and group behaviour. Bullying can take on a number of forms;

- **physical** – kicking, hitting, punched, spat at etc
- **verbal** – verbal abuse can take the form of name calling, taunting, threats or offensive remarks. It may be directed towards gender, culture, sexuality, ethnic origin, creed, physical, social, learning disability or personality
- **intimidation** – this could include gesturing, miming, signals, tone and physical proximity, aggressive or threatening looks
- **extortion and exclusion** – a child can be bullied simply by being excluded from discussions or activities
- **damage to or hiding of property or theft** – a child may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over their property to them.
- **sexual** – related to sexual orientation (homophobic bullying) or sexist remarks
- **cyber bullying** – the sending or posting of harmful or cruel texts or images using the internet, mobile telephone or other digital devices

Everyone at Brookhurst Primary School has the right to feel welcome, secure and happy – only if this is the case will all members of our school be able to “maximise their potential”.

Bullying of any sort prevents this happening and prevents equality of opportunity.

It is everyone’s responsibility to ensure that bullying has no place in our school.

It is the responsibility of ALL to work collaboratively to combat and hopefully eradicate bullying.

[Preventing, identifying and responding to bullying](#)

At Brookhurst, we are vigilant about any signs of bullying and always take reports of any incidents seriously.

Our school discusses, monitors and reviews our Behaviour and Anti-Bullying policies on a regular basis. We support all of our school community to promote positive relationships, identify, and tackle bullying appropriately. We ensure that the children are aware that any bullying concerns are dealt with sensitively and effectively. Our children need to feel safe to ensure that their learning is not interrupted.

We use the whole curriculum wherever possible to reinforce the ethos of our school and help pupils to come back bullying-type behaviour. Bullying is specifically addressed through our PSHE and Computing curriculum (e-safety, cyber bullying etc). We also address bullying through whole school assemblies and participation in Anti-Bullying week.

Signs and symptoms

All adults in school should be aware of these possible signs that bullying may be taking place and discuss with the Head Teacher or Deputy Head Teacher;

- unwillingness to go to school
- becomes anxious, withdrawn or lacking in confidence
- regular illness
- begins to do poorly in school work
- unexplained cuts or bruises
- lack of appetite
- possessions go missing
- changes in normal routines

It is everyone's responsibility to report any cases of bullying. All reported incidents of bullying will be investigated fully and taken seriously.

If the inappropriate behaviour includes any prejudice-based comments, these must be reported to the Deputy Head Teacher / Head Teacher immediately and they must be reported and dealt with in line with guidelines from Warwickshire County Council. The prejudice related incident form must be completed via the following address:

<https://www.warwickshire.gov.uk/equalityanddiversityforschools>

Upon the reporting of an incident of bullying, we will discuss with the children involved what has happened. The adult involved will remain neutral and deliberately avoid using direct, closed questioning which could be interpreted as being accusatory or interrogational in style. Each pupil will be given the opportunity to talk and the discussion should remain focussed on finding a solution to the problem and stopping the bullying recurring.

The parents of all the children involved in the incident will be informed and we will discuss, in a meeting with the class teacher and Deputy Head Teacher, the action that has taken place and they will be asked to support any strategies proposed to tackle the problem.

The child who has been bullying will be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be explained. A note will be placed on their record using SIMS.

Where there is no improvement in behaviour, a period of exclusion from school can be imposed by the Head Teacher. A behaviour monitoring sheet will be used if deemed appropriate.

Parents are reminded periodically to inform their children that they must tell someone if they are being bullied at school as keeping information from their parents and school will never help a problem to be solved.

Parents have an important role to play in helping us as a school to achieve a calm, safe learning environment by:

- supporting our Behaviour and Anti-bullying policies
- reinforcing our School Code of Conduct with their children
- reporting to us any cases of bullying and/or other problems when they first occur
- discourage any aggressive behaviour or retaliation in children
- reinforce any correction/sanction which the school needs to give.
- encouraging their children to report incidents to staff and explain the implications of allowing bullying to go unchecked
- be sympathetic and supportive towards children and reassure them that appropriate action will be taken

Staff and volunteers in school will;

- report suspected cases of bullying to the Head Teacher or Deputy Head Teacher
- follow up complaints with parents and report back promptly and fully on the action which has been taken
- be alert to the signs of distress that indicates bullying may be occurring
- listen to and support children who have been bullied and take what they say seriously
- demonstrate and foster high standards of personal and social behaviour that encourages self-esteem and self-respect for all
- encourage children to talk to staff if they have any concern