



**Anti**

**Bullying**

**Policy**

# ANTI-BULLYING POLICY

The whole community of the BRITE Academy Trust is committed to dealing with all incidents of bullying. We do not want any member of our community to suffer any form of bullying behaviour. Therefore we endeavour to create an ethos that regards all kinds of hurtful behaviour as unacceptable. All members of the community of BRITE need to feel secure within it and should never have to feel fear due to the actions of any other person within the school.

## Bullying Behaviour

Anything that can be done repeatedly to harm another person by a stronger person or group of people is potentially bullying behaviour. It is useful to distinguish between types of bullying behaviour. The most basic distinction is between physical and psychological forms of bullying. Some methods of bullying can be described as direct, e.g. persistently hitting another child. Other methods of bullying are indirect, as in spreading stories about the victim.

## Forms of Bullying

	<u>Direct</u>	<u>Indirect</u>
<u>Physical</u>	Hitting Kicking Spitting Throwing things.	Getting another person to assault someone.
<u>Non-physical</u>		
<u>Verbal</u>	Verbal insults Name-calling	Getting someone else to insult the victim. Spreading malicious rumours.
<u>Non-verbal</u>	Threatening and Obscene gestures	Removing and hiding belongings. Deliberate exclusion from an activity.

All incidents of bullying should be defined from the victim's point of view. For example, a child may be prevented from joining in a group game at playtime because one child in the group initiates a collective barrier. This may not seem too serious to an onlooker but it can be devastating to the child if it continues on a daily basis.

**Bullying is not when children fall out or don't get on with one another.**

#### **The role of PSHE at BRITE**

Children are regularly told through assemblies, the P.S.H.E programme and the curriculum, of the appropriate people to tell if they are being bullied. This is to create a culture where pupils know that bullying will be dealt with properly. Victims need to be confident that the bullying will stop without any further repercussions.

**Appropriate people for a victim to tell about bullying are:**

- Parent/Carer
- Class teacher
- Classroom support staff/ Other support staff
- ThInc room staff
- The office staff
- Site Supervisor.
- Lunchtime organisers
- Deputy headteachers
- Headteacher

Once an incident has been identified, the child who has been bullied is encouraged to talk about what has been happening. It is explained that in order for this to stop, the bully, and anybody supporting the bully, must be talked to about the effect their actions have had.

The bully and any of their supporters are brought together and the issue is discussed. At the discretion of the member of staff dealing with the incident the victim may or may not be present. The member of staff will explain to the other children why they have been summoned and exactly the effect that their behaviour has had. They must share the responsibility to put things right. The bullies are warned that if the bullying continues their parents will be informed.

Punishing the bully, without counselling all the children involved may initially stop the behaviour, but in the longer term the behaviour will be pushed underground. The bullies may then see themselves as the victims and want to get their own back.

The staff monitors victims after any incident of bullying. All incidents of bullying brought to a teacher's attention by a parent, or of particular concern, should be logged and discussed with the headteacher or deputy headteachers