

Birches Primary School



Anti-Bullying Policy



BIRCHES PRIMARY SCHOOL

Anti-Bullying Policy

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BIRCHES PRIMARY SCHOOL



Anti-Bullying Policy

Reviewed by staff	November 2021
Parental Consultation	December 2021
Ratified by Board of Governors	January 2022
Review Date	2024/2025

Section 1

Introduction and Statement

At Birches Primary School we believe all forms of bullying behaviour are unacceptable. We believe that all pupils have the right to learn in a safe and supported environment.

School Mission Statement

At Birches Primary School we believe in nurturing the abilities and talents of every child, fostering respect, confidence and creativity in an environment which is welcoming, attractive and stimulating. We aim for every child to achieve their full potential in becoming confident, successful young people equipped for a multi-cultural and technological society. We are committed to inspiring a love of learning through stimulating and engaging opportunities which supports pupils' learning and which celebrates their academic and non-academic achievements. Birches Primary School is a vital part of the community and has strong links to the churches and local community groups.

We strive to ensure there will be equal opportunities for all children to reach their full potential irrespective of race, gender, age or ability. Good teamwork and positive partnerships between pupils, staff, governors, parents and the wider community underpins our Statement of Aims and is essential in order to realize our mission statement.

The Anti-bullying policy reflects the school mission statement with a view to providing a safe and enriched environment where success is celebrated and the pursuit of excellence is emphasised.

The school aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community.

We recognise that bullying is a concern for all of us, including pupils, teaching, non-teaching staff, parents and governors.

The Anti-Bullying Policy applies at all times whilst in school, when travelling to/from school in school uniform and whilst on Educational Visits.

Aims

The aims of this policy are to:

- Prevent or reduce bullying in any form.
- Adopt a consistent approach to dealing with incidents of bullying.
- Create an emotionally safe environment where positive relationships can develop.
- Ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

Section 2

Context

At Birches Primary School we have based our Anti Bullying Policy on the following legislative and policy guidance:

The Legislative Context

- The Addressing Bullying in Schools Act (Northern Ireland) 2016
- The Education and Libraries Order (Northern Ireland) 2003 (A17-19) – Welfare and Protection of Pupils
- The Education (Northern Ireland) Order 1998 Article 3 – DE 1998/25
- The Education (School Development Plans) Regulations (Northern Ireland) 2010
- The Children (Northern Ireland) Order 1995
- The Human Rights Act 1998
- The Health and Safety at Work Order (Northern Ireland) 1978
- The Education (2006 Order) Commencement no. 2) order (Northern Ireland) 2007

The Policy and Guidance Context

- The Addressing Bullying in Schools Act (Northern Ireland) 2016 Statutory Guidance for Schools and Boards of Governors (DE, 2019)
- [Pastoral Care in School: Promoting Positive Behaviour \(DE, 2001\)](#)
- [Safeguarding and Child Protection in Schools: A Guide for Schools \(DE, 2017\)](#)
- [Co-operating to Safeguard Children and Young People in Northern Ireland \(Dept. of Health, Social Services and Public Safety, 2016\)](#)
- [Safeguarding Board for Northern Ireland Policies and Procedures \(SBNI, 2017\)](#)

The International Context

- [United Nations Convention on the Rights of the Child](#) (UNCRC)

Key Points

At Birches Primary School we take the legal definition of bullying from ‘The Addressing Bullying in Schools Act (Northern Ireland) 2016’:

- Provides a legal definition of bullying.
 - Places a duty on the Board of Governors to put in place measures to prevent bullying behaviour, in consultation with pupils and parents.
 - Requires schools to record all incidents of bullying behaviour and alleged bullying incidents.
 - Sets out under which circumstances this policy should be applied, namely:
 - In school, during the school day
 - While travelling to and from school
 - When under control of school staff, but away from school (eg. school trip)
 - When receiving education organised by school but happening elsewhere (eg. in another school in the Area Learning Community)
 - Requires that the policy be updated at least every four years.
- The Education and Libraries Order (NI) 2003, requires the Board of Governors to:
 - ‘Safeguard and promote the welfare of registered pupils’ (Article 17)
 - The United Nations Convention on the Rights of the Child (UNCRC) sets out every child’s right to:
 - Be protected from all forms of physical or mental violence, injury or abuse, maltreatment or exploitation. (Article 19)
 - Be protected from discrimination. (Article 2)
 - Express their views, in a supported and accessible way, on issues that affect them, and to have their opinions taken seriously. (Article 12)
 - Education. (Article 28)

Section 3

Ethos and Principles

At Birches Primary School we have based our Anti Bullying Policy on our school ethos and principles which underpin everything which we do in school:

- We believe in a society where bullying is unacceptable and where every child and young person is safe and feels safe from bullying.
- We believe that every child and young person should be celebrated in their diversity.
- We are committed to a preventative, responsive and restorative anti-bullying ethos across the whole school.
- We value the views and contributions of children and young people, we will actively seek these views and we will respect and take them into account.
- We understand that everyone in our school community has a role to play in taking a stand against bullying and creating a safe and welcoming environment for all.

Section 4

Consultation and Participation

At Birches Primary School, we have based our Anti Bullying Policy in consultation with registered pupils and their parents/carers, in compliance with the Addressing Bullying in Schools Act (NI) 2016.

We worked with pupils through the following consultation processes:

- Consultative workshops with pupils
- Class-based activities
- Creation of a reference group of pupils, i.e. the Playtime Team

We worked with parents/carers through the following consultation processes:

- Displayed on the school website

We worked with staff members of the school community through the following consultation processes:

- Engagement activity for all staff at meeting, teaching and non-teaching
- Teaching members of staff involved in writing the anti-bullying policy

Section 5

What is Bullying?

At Birches Primary School we take the legal definition of bullying from 'The Addressing Bullying in Schools Definition of 'bullying':

1. – (1) In this Act 'bullying' includes (but is not limited to) the repeated use of:
 - (a) Any verbal, written or electronic communication,
 - (b) Any other act, or
 - (c) Any combination of those, by a pupils or a group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.
2. For the purposes of subsection (1), 'act' includes omission.

Bullying is behaviour that is usually repeated, which is carried out intentionally to cause hurt, harm or to adversely affect the rights and needs of another or others.

While bullying is usually repeated behaviour, there may be instances of one-off incidents that the school will consider as bullying.

When assessing a one-off incident, to make a decision on whether to classify it as bullying, the school shall consider the following criteria:

- Severity and significance of the incident
- Evidence of pre-meditation
- Impact of the incident on individuals (physical/emotional)
- Impact of the incidents on wider school community
- Previous relationships between those involved
- Any previous incidents involving the individuals
- Cognitive and SEN ability, imbalance of power, age and size

Any incidents which are not considered bullying behaviour will be addressed under the Positive Behaviour Policy.

Unacceptable Behaviours

At Birches Primary School the following unacceptable behaviours, on the school premises, when repeated, targeted and intentionally hurtful, may be considered a bullying behaviour:

This list is not exhaustive and that other behaviours which fit with the definition may be considered bullying behaviour.

<p>Physical Acts</p> <p>Physical harm as intentionally hurting a pupil by causing injuries such as bruises, broken bones, burns or cuts</p> <p>Hitting</p> <p>Kicking</p> <p>Pushing</p> <p>Shoving</p> <p>Material harm, such as taking / stealing money or possessions or causing damage to possessions</p> <p>Making signs or gestures</p>	<p>Verbal or Written Acts</p> <p>Saying mean and hurtful things to, or about, others</p> <p>Making fun of others</p> <p>Calling another pupil mean and hurtful names</p> <p>Telling lies or spreading false rumours about others</p> <p>Trying to make other pupils dislike another pupil/s</p> <p>Making threats to others</p>
<p>Omission (Exclusion)</p> <p>Leaving someone out of a game</p> <p>Refusing to include someone in group work</p>	<p>Electronic Acts (on our school premises)</p> <p>Using online platforms or other electronic communication to carry out many of the written acts noted above</p> <p>Impersonating someone online to cause hurt</p> <p>Sharing images (e.g. photographs or videos) online to embarrass someone</p>
<p>Emotional or Psychological Harm</p> <p>Intentionally causing distress or anxiety by scaring, humiliating or affecting adversely a pupil's self-esteem</p>	

At Birches Primary School we acknowledge the various motivations behind bullying, including those named in the Act. These include, but are not limited to:

Age	Appearance	Breakdown in Peer Relationships	Community Background	Political Affiliation
Gender identity	Sexual orientation	Race	Religion	Disability / Special Educational Needs
	Looked After Child Status	Young Carer Status	Ability	

Bullying is an emotive issue; therefore, it is essential that we ensure we use supportive, understanding language when discussing these matters. For that reason, we will not refer to a child as ‘a bully’, nor will we refer to a child as ‘a victim’. Instead, we will refer to the child describing the situation surrounding that child, for example:

- A child displaying bullying behaviours
- A child experiencing bullying behaviours

We encourage all members of the school community to use this language when discussing bullying incidents.

Section 6

Preventative Measures

At Birches Primary School, we aim to promote a strong anti-bullying ethos within the school and the wider school community.

At Birches Primary School, we aim to create a safe learning environment.

Examples of these preventative steps include:

Raising awareness and understanding of the positive behaviour expectations, as set out in the Positive Behaviour Policy	Promotion of anti-bullying messages through the curriculum e.g. inclusion of age-appropriate material specific to individual subject areas related to bullying, positive behaviour and inclusion	Addressing issues such as the various forms of bullying, including the how and why it can happen, through PDMU	Involvement in meaningful and supportive shared education projects, supporting pupils to explore, understand and respond to difference and diversity
Through the preventative curriculum actively promote positive emotional health and wellbeing (e.g. resilience building, NSPCC Speak out and Stay Safe Programme)	Participation in the NI Anti-Bullying Forum annual Anti-Bullying Week activities	Engagement in key national and regional campaigns, e.g. Safer Internet Day	Development of peer-led systems e.g. Playtime Team to support the delivery and promotion of key anti-bullying messaging within the school
Development of effective strategies for supervision e.g. training of lunchtime supervisors, split lunches, zoning of the playground and a variety of play options to meet the needs of all pupils	Focused assemblies to raise awareness and promote understanding of key issues related to bullying	Development of effective strategies for the management of unstructured times e.g. break and lunch times	Provision and promotion of extra and co-curricular activities, aimed at supporting the development of effective peer support relationships and networks, for example sporting activity, creative arts, leisure and games etc...
	eSafety policy issued to parents and on the school website		

Travelling to and from school -

Ultimately parents are responsible in ensuring their children behave appropriately on the way to and from school. In conjunction with this, we at Birches Primary school will take preventative measure to educate against inappropriate behaviour on the way to and from school. While many of the measures outlined previously will support the development of an anti-bullying culture, there are a number of ways our school can further build upon this including:

This includes:

Development of a culture where pupils take pride in their school and are viewed as ambassadors for their school within the community. This includes regular reminders of the positive behaviour expectations of pupils whilst travelling to and from school.	Measures to empower pupils to challenge inappropriate and unacceptable behaviour of their peers during the journey to and from school. This may include the implementation of peer monitoring systems on buses.	Regular engagement with the EA bus driver to ensure effective communication and the early identification of any concerns.
	Appropriate deployment of staff to support the transition from school day to journey home e.g. staff duty at home time and for the school bus.	

Online Communication

Ultimately parents are responsible in ensuring steps to prevent bullying through the use of electronic communication amongst pupils. As the pupils in our school are under the age of 12, it is the responsibility of the parents and guardians to be fully aware of what their child is doing online.

Parents are also responsible for the age restrictions that are evident for social media applications. The school's 'Duty of Care' will not be used in situations where pupils behave inappropriately on platforms, as this is the responsibility of parents.

Should incidents of online bullying and abuse be reported to our school by a concerned parent we will advise these parents as to how to report this behaviour to the appropriate authority i.e. PSNI.

If evidence of aspects of bullying become integrated into school life, we will play an active role.

The legislation also gives schools the authority to take steps to prevent bullying through the use of electronic communication amongst pupils at any time during the term, where that behaviour is likely to have a detrimental effect on the pupil's education at school.

Birches Primary School will raise awareness of the nature and impact of online bullying and support their pupils to make use of the internet in a safe, responsible and respectful way.

This may include:

Addressing key themes of online behaviour and risk through PDMU including understanding how to respond to harm and the consequences of inappropriate use.	Participating in Anti-Bullying Week activities.	Engagement with key statutory and voluntary sector agencies e.g. C2k, PSNI, Public Health Agency, Safeguarding Board for NI e-Safety Forum, to support the promotion of key messages.
Participation in annual Safer Internet Day and promotion of key messages throughout the year.	Development and implementation of robust ant appropriate policies in related area e.g. Acceptable Use of the Internet Policy, Mobile Phone Policy etc...	

It is important to remember that our Anti Bullying Policy is one of a number of policies in the wider pastoral care and safeguarding suite of policies.

We ensure our policies align and provide consistent messages for parents and pupils. The measure set out here to prevent bullying behaviour through the use of electronic communication will also be included in our school's eSafety Policy and Acceptable Use of the Internet Policy.

Section 7

Responsibility

Everyone in the Birches Primary School Community has a responsibility for creating a safe and supportive learning environment for all members of the school community.

Everyone in the school community, including pupils, their parents/carers and the staff of the school are expected to respect the rights of others to be safe.

Everyone has the responsibility to work together to:

- Foster positive self-esteem
- Behave towards others in a mutually respectful way
- Model high standards of personal pro-social behaviour
- Be alert to signs of distress and other possible indications of bullying behaviour
- Inform the school of any concerns relating to bullying behaviour
- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- Refrain from retaliating to any form of bullying behaviour
- Intervene to support any person who is being bullied, unless it is unsafe to do so
- Report any concerns or instances of bullying behaviour witnessed or suspected, to a member of staff
- Emphasise the importance of seeking help from a trusted adult about bullying behaviour when it happens or is observed
- Explain the implications of allowing bullying behaviour to continue unchecked, for themselves and / or others
- Listen sensitively to anyone who has been bullied, take what is said seriously, and provide reassurance that appropriate action will be taken
- Know how to seek support – internal and external
- Resolve difficulties in restorative ways to prevent recurring bullying behaviour and meet the needs of all parties

Section 8

Reporting a Bullying Concern

This section outlines the various ways in which pupils, parents and anyone else with concerns can make these known to the school.

While the majority of reports of bullying concerns will come from pupils and their parents/carers, we are open to receiving such reports from anyone.

All reports of bullying concerns received from pupils and/or parents/carers will be responded to in line with this policy and that feedback will be made to the person who made the report.

However, it must be noted that no information about action taken in relation to a pupil can be disclosed to anyone other than the pupil and his/her parents/carers.

Pupils Reporting a Concern

Whilst there are key pastoral staff in school with responsibility for addressing bullying behaviour, we encourage pupils to raise concerns with any member of staff, including teaching and non-teaching staff.

Here are some of the ways that pupils can report bullying concerns:

- Verbally – talking to a member of staff
- By writing a note to a member of staff (eg: message through Seesaw, in their homework book...)
- By posting a comment in a 'worry box'

ANY pupil can raise a concern about bullying behaviour, not just the pupil who is experiencing this behaviour. Through the preventative work taken forward under Section 6, this message should focus on 'getting help' rather than 'telling'.

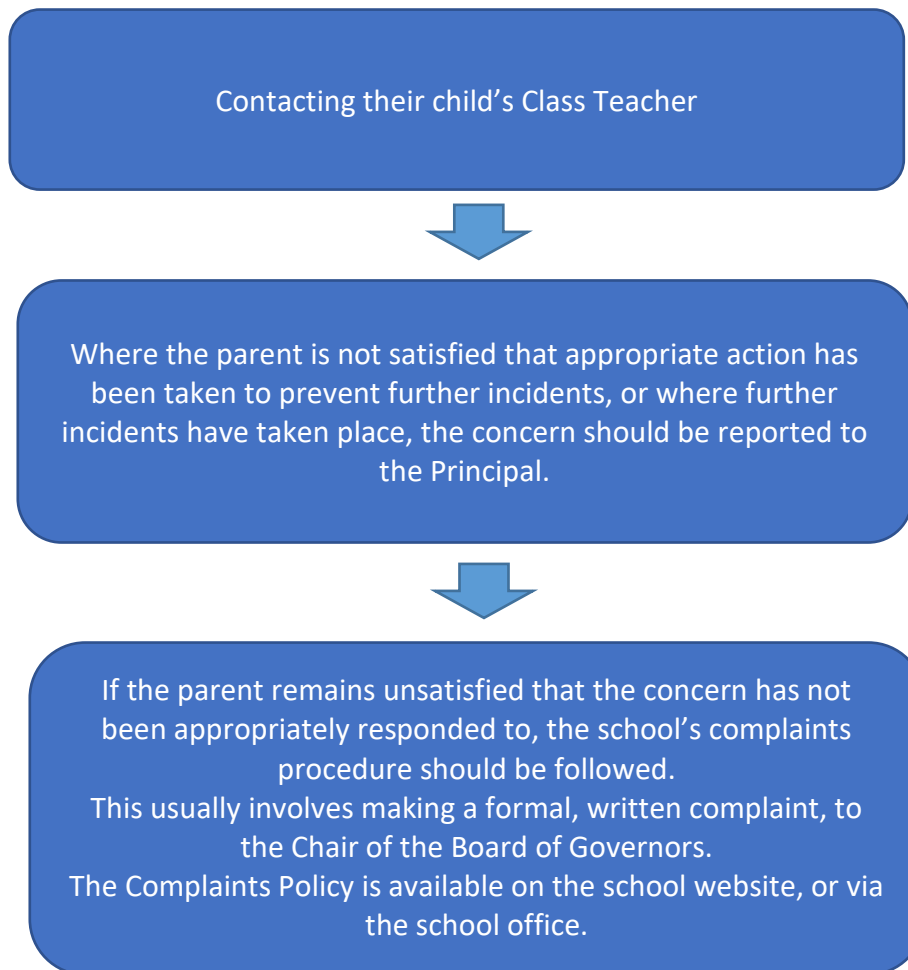
We encourage all members of our school community to 'get help' if they have a concern about bullying that they experience or is experienced by another.

Parents/Carers Reporting a Concern

Parents and carers should raise concerns about alleged bullying behaviour with the school at the earliest opportunity. We encourage parents/carers of the need to encourage their child to react appropriately to bullying behaviour and to not do anything to retaliate or to 'hit back'.

Parents are reminded that whilst on the school premises they should ensure they follow school protocol and never address issues with a child or parent. Please follow the procedures below.

Parents can raise a concern about alleged bullying behaviour by:



The Northern Ireland Anti-Bullying Forum (NIABF) have created a parent toolkit, which is a helpful resource for parents. It can be accessed here:

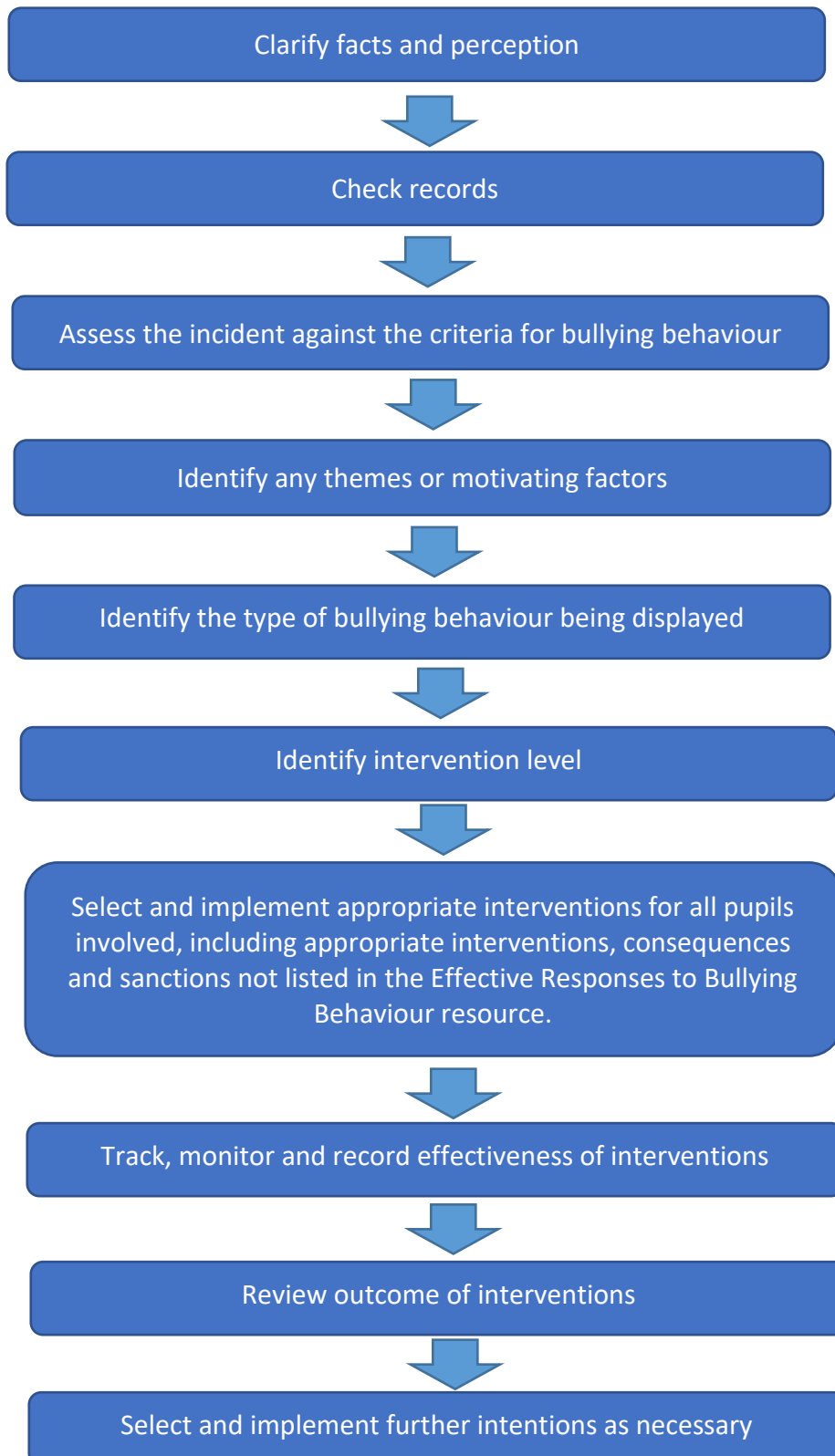
<https://www.education-ni.gov.uk/sites/default/files/publications/education/NIABF-Parent-Carer-Toolkit.pdf>

Section 9

Responding to a Bullying Concern

The processes outlined below provide a framework for how the school will respond to any bullying concerns identified.

Using the NI Anti-Bullying Forum's (NIABF) 'Effective Responses to Bullying Behaviour' resource, the member of staff responsible shall use some/all of the following strategies:



When *responding* to a bullying concern, school staff shall implement interventions aimed at responding to the behaviour, resolving the concern and restoring the wellbeing of those involved. Where appropriate, school staff may implement sanctions for those displaying bullying behaviour. Refer to Birches Primary School Promoting Positive Behaviour Policy for consequences and sanctions used.

Any action taken regarding a pupil cannot be disclosed to anyone other than that pupil and his/her parents/carers.

Section 10

Recording

The school will centrally record all relevant information related to reports of bullying concerns, including:

- How the bullying behaviour was displayed (the method)
- The motivation for the behaviour
- How each incident was addressed by the school
- The outcome of the interventions employed

The NIABF form will be used to record incidents of bullying. All records will be maintained in line with relevant data protection legislation (GDPR) and guidance will be disposed of in line with the school's Retention and Disposal of Documents Policy. Collated information regarding incidents of bullying and alleged bullying behaviour will be used to inform the future development of anti-bullying policy and practice within the school.

Section 11

Professional Development of Staff

Birches Primary School recognise the need for appropriate and adequate training for staff, including teaching and non-teaching school staff.

This includes:

- Ensuring that staff are provided with appropriate opportunities for professional development as part of the school's ongoing CPD/PRSD provisions
- Noting the impact of the training given on both the policy and its procedures – e.g. any amendments made, inclusions added etc...
- Ensuring opportunities for safeguarding training are afforded to Governors and all staff – teaching and non-teaching
- Continued Professional Development / Performance Review and Staff Development records will be kept and updated regularly

Section 12

Linked Policies

In the development and implementation of this Anti Bullying Policy, the Board of Governors of Birches Primary School have been mindful of related policies, including:

- Promoting Positive Behaviour Policy
- Pastoral Care Policy
- Safeguarding and Child Protection Policy
- Special Educational Needs Policy
- Health and Safety Policy
- Relationships and Sexuality Education Policy
- eSafety and Acceptable Use of the Internet Policy
- Mobile Phone Policy
- Educational Visits
- Staff Code of Conduct

Monitoring and Review of Policy

It is the responsibility of the Board of Governors, in liaison with the Principal, to monitor the effectiveness of the Anti-Bullying Policy.

To appropriately monitor the effectiveness of the Anti-Bullying Policy, the Board of Governors shall:

- Maintain a standing item on the agenda of each meeting of the Board where a report on recorded incident of bullying will be noted
- Identify trends and priorities for action
- Assess the effectiveness of strategies aimed at preventing bullying behaviour
- Assess the effectiveness of strategies aimed at responding to bullying behaviour

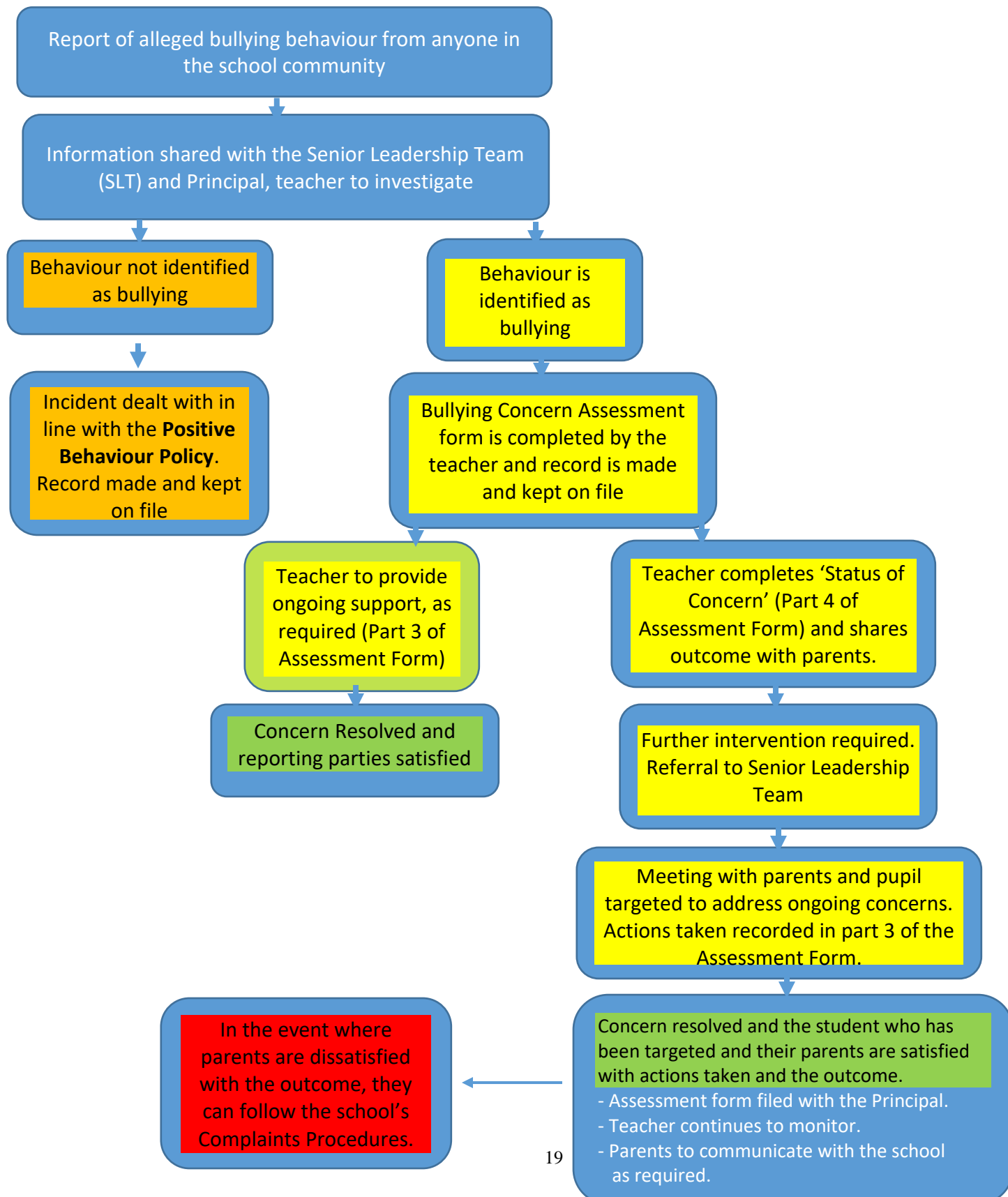
It is a legal requirement that the Anti-Bullying Policy be reviewed at intervals of no more than four years. However, the policy will be reviewed:

- Following any incident which highlight the need for such a review
- When directed to by the Department of education and in light of new guidance
- This policy will be reviewed in the **2024/2025** school year

Birches Primary School

Application of Anti-Bullying Policy

Birches Primary School reserve the right to modify this process and/or stage of entry as deemed appropriate by the Senior Leadership Team or as circumstances require.



Support Services

Pupils and parents can contact the following organisations for information and support.

Northern Ireland Anti-Bullying Forum 028 90875006 www.niabf.org.uk	Kidscape 020 77303300 www.kidscape.org.uk	Familyworks Counselling 028 91821721	National Child Protection Helpline 0800 800 500
Chat Danger www.chatdanger.com	Urzone website www.urzone.com	Thinkuknow www.thinkuknow.co.uk	Kidsmart www.kidsmart.org.uk
NSPCC Helpline 0808 8005 000 www.nspcc.org.uk	Parents' Advice Centre 028 90238800	Lifeline 0808 8088 000 www.contact.org	Childline 0800 1111 www.childline.org.uk
Parenting NI 0808 8010 722 www.parentingni.org	CEOP The Centre for Exploitation and Online Protection www.ceop.gov.uk	Police Service of Northern Ireland 101 www.psni.police.uk	Internet Watch Foundation www.iwf.org.uk



Birches Primary School - Bullying Concern Assessment Form

Incident Date: _____

Pupils Involved	Role	Incident Date	Gender	DOB	Year and Reg

Incident:	
Bullying Concern	Yes / No

PART 1 - Assessment of Concern

Date: _____

Addressing Bullying in Schools Act (Northern Ireland) 2016 defines bullying as follows:

“bullying” includes (but is not limited to) the repeated use of —

- (a) any verbal, written or electronic communication**
- (b) any other act, or**
- (c) any combination of those,**

by a pupil or a group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.

	Name(s)	Gender	DOB	Class
Person(s) reporting concern				
Name of pupil(s) experiencing alleged bullying behaviour				
Name of Pupil(s) demonstrating alleged bullying behaviour				

Check records for previously recorded incidents



Birches Primary School - Bullying Concern Assessment Form

Outline of incident(s): Attach all written accounts/drawings of incident(s) completed by targeted pupil, witnesses (i.e. other pupils, staff) including date(s) of events, if known, SIMS record.

Date	Information gathered	Location (stored)



Birches Primary School - Bullying Concern Assessment Form

Socially unacceptable behaviour becomes bullying behaviour when, on the basis of the information gathered, the criteria listed below have been met:

The school will treat any incident which meets these criteria as bullying behaviours.

Is the behaviour intentional?	YES / NO
Is the behaviour targeted at a specific pupil or group of pupils?	YES / NO
Is the behaviour repeated?	YES / NO
Is the behaviour causing physical or emotional harm?	YES / NO
Does the behaviour involve omission? (*may not always be present)	YES / NO

One-off Incident

When determining whether a one-off incident may be classified as bullying, the school shall take into consideration the following criteria and use the information gathered to inform and guide the decision making process:

Criteria:	Information gathered:
severity and significance of the incident	
evidence of pre-meditation	
Significant level of physical/emotional impact on individual/s	
Significant level of impact on wider school community	
Status/nature of previous relationships between those involved	
Records exist of previous incidents involving the individuals	

YES the above criteria have been met and bullying behaviour has occurred.	NO the above criteria have not been met and bullying behaviour has not occurred.
The criteria having been met, proceed to complete Part 2 of this Bullying Concern Assessment Form	The criteria having not been met, proceed to record the details in the Behaviour Incident section of this Behaviour Management Module. Refer to the Positive Behaviour Policy of your school, continue to track and monitor to ensure the behaviour does not escalate.

Agreed by _____

Status _____

On ____/____/____



Birches Primary School - Bullying Concern Assessment Form

PART 2

2.1 Who was targeted by this behaviour?

Select one or more of the following:

- ☐ Individual to individual 1:1 ☐ Individual to group ☐ Group to individual ☐ Group to group

2.2 In what way did the bullying behaviour present?

Select one or more of the following:

- ☐ Physical (includes for example, jostling, physical intimidation, interfering with personal property, punching/kicking)
☐ Any other physical contact which may include use of weapons)
☐ Verbal (includes name calling, insults, jokes, threats, spreading rumours)
☐ Indirect (includes omission, isolation, refusal to work with/talk to/play with/help others)
☐ Electronic (through technology such as mobile phones and internet)
☐ Written
☐ Other Acts
Please specify: _____ -

2.3 Motivation (underlying themes): this is not a definitive list

Select one or more of the following:

- ☐ Age
☐ Appearance
☐ Cultural
☐ Religion
☐ Political Affiliation
☐ Community background
☐ Gender Identity
☐ Sexual Orientation
☐ Family Circumstance (pregnancy, marital status, young carer status)
☐ Looked After Status (LAC)
☐ Peer Relationship Breakdown
☐ Disability (related to perceived or actual disability)
☐ Ability
☐ Pregnancy
☐ Race
☐ Not known
☐ Other _____



Birches Primary School - Bullying Concern Assessment Form

Part 3a

RECORD OF SUPPORT AND INTERVENTIONS FOR PUPIL EXPERIENCING BULLYING BEHAVIOUR:

Pupil Name:

Class:

REFER TO SCHOOL ANTI-BULLYING POLICY AND TO LEVEL 1-4 INTERVENTIONS IN EFFECTIVE RESPONSES TO BULLYING BEHAVIOUR

Parent/ carer informed:

Date:

By whom:

Staff Involved:

Date	Stage on Code of Practice	Intervention	Success Criteria	Action taken by whom and when	Outcomes of Intervention	Review

Record of participation in planning for interventions

Pupil:

Parent/carers:

Other Agencies:

Continue to track interventions until an **agreed** satisfactory outcome has been achieved

Part 3b

RECORD OF SUPPORT AND INTERVENTIONS FOR PUPIL DISPLAYING BULLYING BEHAVIOUR:

Pupil Name:

Class:

REFER TO SCHOOL ANTI-BULLYING POLICY AND TO LEVEL 1-4 INTERVENTIONS IN EFFECTIVE RESPONSES TO BULLYING BEHAVIOUR

Parent/ carer informed:

Date:

By whom:

Staff Involved:

Date	Stage on Code of Practice	Type of Intervention	Success Criteria	Action taken by whom and when	Outcome of Intervention	Review

Record of participation in planning for interventions

Pupil:

Parent/carers:

Other Agencies:

Continue to track interventions until an **agreed** satisfactory outcome has been achieved



Birches Primary School - Bullying Concern Assessment Form

PART 4 - REVIEW OF BULLYING CONCERN AND ACTIONS TO DATE

Date of Review Meeting:

4a- Following the Review Meeting, to what extent have the success criteria been met?

- ☐ 1 – Fully
- ☐ 2 – Partially
- ☐ 3 – Further intervention/support required

Give details:

Part 4b- If the success criteria have not been met, continue to:

- ☐ Re-assess Level of Interventions and implement other strategies from an appropriate level
- ☐ Track, monitor and review the outcomes of further intervention
- ☐ Keep under review the Stage of Code of Practice each pupil is on
- ☐ Follow Safeguarding Policy
- ☐ Seek multi-agency input (EA, Health and Social Services etc.)
- ☐ Engage with Board of Governors

Agreed by:

School

Signed:

Date:

Parent

Signed:

Date:

Pupil

Signed:

Date:

