



Beaudesert Lower School

Anti-bullying Policy

September

Statement of Intent

At Beaudesert Lower School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. This policy applies equally to pupils, staff, parents/carers and visitors. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Scope of the Policy

This policy includes:

- Bullying of pupils by pupils within school
- Bullying of and/or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

Allegations about the bullying of pupils by staff will be dealt with under the school's safeguarding policy.

Other related policies:

- Behaviour
- ICT and Internet
- PSHE
- Equality, Diversity and Inclusion
- Child Protection
- Safeguarding
- Complaints Procedure

What Is Bullying?

Bullying is an act of aggression, causing someone to feel:
Physically and/or mentally hurt or worried
Unsafe and/or frightened
Unable to do well and achieve
Alone, unimportant and/or undervalued
Unable to see a happy and exciting future for themselves

Bullying involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated over time. It may be perpetrated by individuals or groups of people.

Bullying can be:

-
- Physical pushing, kicking, hitting, punching or any use of violence, damaging property
- Relational spreading nasty stories, gossiping, excluding from social groups
-
- Verbal name-calling, spreading rumours, teasing, threats, offensive remarks, ridiculing
- Cyber texts, emails, picture/video clip bullying, instant messaging, social media, chat rooms/forums, video games

Beauesert Lower School does not tolerate bullying motivated by prejudice, for example: racism, religious intolerance, sexism, disability discrimination, homophobia, biphobia, and transphobia.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils. Only when issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is, how to report bullying and how the school will deal with it.

- .

Identifying and Reporting Concerns about Bullying

Pupils who are being bullied may not report it. All staff will be alert to signs of bullying and act promptly and firmly against it in accordance with this policy. Early signs of distress include:

- being frightened of walking to or from school
- not wanting to go on the school / public bus
- wanting to be driven to school
- changes to their usual routine
- being unwilling to go to school (school phobic)
- beginning to truant
- becoming withdrawn anxious, or lacking in confidence
- starting to stammer
- attempting or threatening suicide or running away

- crying themselves to sleep at night or having nightmares
- feeling ill in the morning
- beginning to do poorly in school work
- coming home with clothes torn or books damaged
- having possessions which are damaged or "go missing"
- asking for money or starting to stealing money (to pay bully)
- having dinner or other monies continually "lost"
- having unexplained cuts or bruises
- coming home hungry (money / lunch has been stolen)
- becoming aggressive, disruptive or unreasonable
- bullying other children or siblings
- loss of appetite
- being frightened to say what's wrong
- giving improbable excuses for any of the above
- being afraid to use the internet or mobile phone
- being nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying (bystanders) can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils are encouraged to report bullying by talking to a member of staff of their choice. Staff who are being bullied are encouraged to report it to a colleague of their choice.

Parents/carers are encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families directly can lead to problems escalating.

Procedure

1. Targets and witnesses of bullying will be encouraged and provided with avenues to report bullying incidents to staff.
2. A clear account of the incident will be recorded by staff and, where possible, the person being bullied, and given to the Headteacher.
3. All children/witnesses involved will be questioned and their version of the events recorded. All records will be held in line with the school's data protection policy.
4. In all cases, parents/carers should be informed and will be asked to come in for a meeting to discuss the problem.
5. All teachers and support staff who work with the young people involved to be kept informed.
6. If necessary and appropriate, police will be consulted
7. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
8. An attempt will be made to help the bully (bullies) change their behaviour through the use of restorative approach techniques. Punitive measures will be used as appropriate, in consultation with all parties involved and will be in accordance with

the sanctions outlined in the behaviour policy. Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying.

9. Class teachers will be kept informed and behaviour monitored
10. Parents/carers will be kept informed
11. Where bullying occurs outside school, any other relevant schools or agencies will be informed about concerns and any actions taken.

Bullying may also take place between, and by, adults in a school. Accusations of bullying against a member of the teaching or non-teaching staff should always be investigated.

Outcomes

Pupils

Pupils who have been bullied will be supported by:-

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff they feel comfortable with
- Reassuring the pupil
- Offering continuous support and daily supervisory monitoring if it is felt that this would help
- Restoring self-esteem and confidence
- Using specialist interventions and/or referrals to other agencies e.g educational psychologists, where appropriate

Pupils who have bullied will be helped by:-

- Discussing what happened with an experienced member of staff
- Discovering why the pupil became involved and dealing with any underlying issues
- Being helped to understand the wrong doing and need to change
- Informing parents/carers to help change the attitude of the pupil
- Using specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps may be taken if the bullying persists:-

- Official warnings to cease offending
- Withdrawal of privileges e.g. Golden Time
- Loss of playtimes and/or lunchtimes
- Seclusion
- Internal exclusion
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Parents

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent/carer feels their concerns have not been resolved, they are encouraged to use the formal complaints procedure.

Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents/carers will be asked to work with the school in

addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

Prevention

We aim to raise and maintain high levels of self-esteem throughout the school, as low self-esteem is often related to bullying. We aim to positively manage behaviour through praise and encouragement, using a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- circle time discussion/role play
- SEAL assemblies
- Anti-Bullying Week which promotes awareness of bullying
- signing a behaviour contract
- curriculum approaches to bullying, as taught through PSHE
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- developing conflict resolution skills
- having discussions about bullying and why it matters
- INSET for staff on anti-bullying
- posters inside the school about bullying
- distributing current literature and the anti-bullying policy to pupils, parents/carers and staff
- Promoting awareness of cyber bullying through the use of 'Know it all' CD's and 'Hector's World' website
- carrying out an annual questionnaire which includes finding out parents/carers' and children's (where appropriate) views and perceptions of bullying within school

Promotion of the policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example, in information packs for new pupils and staff and through regular awareness raising activities for existing pupils and their families.

Monitoring, evaluation and review

A senior member of the school staff has been identified to lead on the implementation of the policy and act as a link person with the local authority. This is

The headteacher's termly report to governors includes an overview of reported concerns and actions taken and outcomes.

Management of the policy

Any data provided in response to bullying will be used for an annual review of the bullying policy. The review will include consultation with staff, governors, pupils and parents/carers.

HELP ORGANISATIONS:

Childline	0800 1111
Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Policy reviewed by staff: September 2016

Ratified by Governors: