



Anti-bullying Policy

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 *tellingschool*. This means that *anyone* who knows that bullying is happening is expected to tell a trusted adult.

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, transphobia, family make up, protected characteristics.

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 always report it. Our teaching and ethos supports all round well-being so that all children know how to treat others and how to be safe. All staff and pupils have a strong awareness of the need to treat everyone with care and respect.

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

Pupils who are aware of any bullying incidents 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

- Targets and witnesses of bullying will be encouraged and provided with avenues to report bullying incidents to staff.
- A clear account of the incident will be recorded by staff and, where possible, the person being bullied, and given to the Headteacher.
- 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.
- In all cases, parents/carers should be informed and will be asked to come in for a meeting to discuss the problem.
- All teachers and support staff who work with the young people involved to be kept informed.
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- Class teachers will be kept informed and behaviour monitored
- Parents/carers will be kept informed
- 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 will always be investigated.

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:

- Establishing how anti-bullying fits into our school ethos
- Circle time discussion/role play
- SEAL assemblies
- Curriculum approaches to bullying, as taught through PSHE
- Developing conflict resolution skills
- Training for staff on anti-bullying
- Promoting awareness of cyber bullying

Monitoring, evaluation and review

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

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: March 2021

Ratified by Governors: April 2021

This policy will be reviewed annually

