

Beecroft Primary School – Anti-Bullying Policy 2023 (Updated September 2023)

This policy is written in line with the DFE guidance: The Equality Act 2010 and schools' Departmental advice for school leaders, school staff, governing bodies and local authorities. Reference: DFE-00296-2013

ANTI-BULLYING POLICY

Statement of Intent

At Beecroft Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Beecroft there is no such thing as 'Just a bit of bullying,' every incident needs to be investigated and dealt with. Anyone associated with Beecroft Primary School can be assured that any form of bullying – cyber-bullying, homophobic, transphobic, will be investigated and all parties will be supported.

When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying, who to go to and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.

- Whole school initiatives, teaching and discussion will be used throughout the school to reduce the opportunities for bullying to occur. Pupils will know what different forms bullying can take.
- A positive, caring ethos exists within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures), ridicule or humiliation.
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion, written graffiti on walls or books, distributing racist literature or the wearing of badges or insignia belonging to extreme political organisations known to be racially motivated.
- Homophobic - making comments about gender or sexuality that deliberately make the victim uncomfortable, calling names or teasing, ignoring or excluding, making comments online.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.
- Cyberbullying- using the internet, email, online games or any digital technology platforms to threaten, tease, upset or humiliate someone else.
- Faith based - because of religion.

Bullying is not:

- Single episodes of rejection or dislike
- Single episodes of nastiness or spite.
- Random acts of intimidation or aggression.
- Friendship breakdowns and falling out.
- Mutual arguments, disagreements.

Bullying acts by definition are deliberate and repeated. It is important to understand that bullying is not the *odd occasion* of falling out with friends. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. Beecroft Primary will respond to allegations of bullying which happen off-site.

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the bus/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- feels ill in the morning
- begins to underperform in schoolwork
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Anti-Bullying Procedures

Parents

- If parents suspect their child is being bullied, they should contact the Headteacher or designated safeguarding Lead at Beecroft Primary School. Parents should be prepared to talk about the signs and systems and any suspicions they have regarding those carrying out the bullying/harassment.
- Parents must leave the initial investigation to staff.
- The school will work with parents to find a solution.

Pupils

- The ethos of 'no bullying,' is taught at Beecroft.
- Pupils are encouraged to use the TELL poster and report their concerns to staff, Safeguarding Lead (Miss Brown) and the Headteacher.
- Pupils can put their concern in the class 'worry box.'
- Place2Be
- Pupils should inform their parents.

Any pupils witnessing bullying must report it to their class teacher.

Recording Incidents

1. Concerns are recorded in full on a Bullying Incident sheet. (Added to the Behaviour book)
2. Parents are informed.
3. Any safeguarding considerations will be reported via CPOMS to fulfil the statutory duty of having separate and distinct safeguarding records. No promise of confidentiality can be given.

Following the reported incident staff will investigate using the following strategies:

- Reflection – What has happened? Could it have been different?
- Resolution – How can we try to ensure that it does not happen again?
- Reconciliation – How we put things right with those involved.

Appropriate action will be taken to end the bullying.

Monitoring will continue to ensure no repeat incidents.

Parents are involved throughout the process.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is safe and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified, and possible solutions suggested.
6. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.

9. The bully (bullies) may be asked to genuinely apologise. (See behaviour policy)
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In all cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents are recorded.
16. Bullying incidents will be discussed regularly at staff meetings.

Allegations of bullying:

If an allegation of bullying occurs, the school will:

- Take it seriously
- Investigate as quickly as possible to establish the facts.
- Record and report the incident
- Provide support and reassurance to the victim
- Make it clear to 'the bully' that the behaviour will not be tolerated. If there is a group of people involved, they will be spoken to as an individual and as a whole group. It is important that children who have harmed another, either physically or emotionally, redress their actions and staff make sure that they understand what they have done and the impact of their actions.
- Discuss the matter with both parties, bring them together and insist on the perpetrator seeing the other person's point of view; sometimes the no blame approach is used sometimes negotiation and sometimes sanctions.
- Ensure that if a sanction is being used, it will correlate to the seriousness of the incident and the 'bully' will be told why it is being used.

Pupil who have been bullied will be supported by

- Offering an immediate opportunity to discuss the experience with an appropriate member of staff of their choice.
- Reassuring the pupil
- Offering support with a designated member of staff.
- Restoring self-esteem and self-confidence.
- Referral to Place2Be for counselling. (Place2Be is school based)
- Offering continuous support and advice to parents.
- Being informed about the outcome of the investigation.
- Include Children's Services (where appropriate and where there are linked Child Protection Concerns)

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved

- Establish the wrong-doing and the need for change.
- Informing the parent to help change the attitude.
- Referral to Place2Be.
- Attending mediation – where appropriate.
- Involving other agencies – where appropriate – police to support a change in behaviour.
- A plan will be implemented in line with Beecroft Primary School Behaviour Policy to ensure a change in behaviour.

Equal opportunities

In implementing the policy all members of staff must take into account the Pupil and Staff Equality and Inclusion Policy. Staff must ensure that no pupil involved in any incident of bullying is disadvantaged on the grounds of gender, race, disability, age, religion or belief.

Strategies for the prevention and reduction of bullying In The Preventative Curriculum

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Awareness raising through regular anti-bullying assemblies
- PSHE scheme of work from Reception to Year 6 used to support this policy
- Circle time and MindMate work on bullying issues
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Participate in anti-bullying week activities
- Playground friendship stop
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

The school has a culture of constant reiteration to staff and pupils of how to behave and respect other people.

All staff will:

- Be responsible for the day to day management of the policy and systems.
- Ensure that there are positive strategies and procedures in place to help both those being bullied and the bullies.
- Help maintain the records of bullying as required
- Keep the Head and DSL informed of incidents

- Take part in relevant training.
- Determine the best way of involving parents.
- Promote a culture of anti-bullying.
- Be responsible for ensuring that the school’s positive strategies are put into practice.
- Know the procedures and follow them in full.
- Staff know other policies – Keeping Children Safe in Education, Beecroft Behaviour Policy, On-Line Safety, RSE Policy.

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. The next evaluation is September 2025.

Websites

Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk

Childline 0800 1111(helpline for children) www.childline.org.uk

Kidscape 020 7730 3300 www.kidscape.org.uk

NSPCC 0207 825 2500 www.nspcc.org.uk

Approved Governors

Chair of Governors September 2023