

# Anti-Bullying Policy

## Beech Hill School



<b>Approved by:</b>	[Name]	<b>Date:</b> [Date]
<b>Last reviewed on:</b>	December 2020	
<b>Next review due by:</b>	December 2021	

(To be read in conjunction with the Positive Behaviour Policy)

At Beech Hill School we are committed to a policy of inclusion and equality where all children are able to accept diversity and respect each other. We believe bullying behaviour is totally unacceptable, and actively seek to ensure that all children and adults feel happy and safe in school.

Bullying causes a great deal of unhappiness. If bullying does occur, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively.

This policy supports the school's behaviour policy, racial equality policy, safeguarding policy, e-safety policy, complaints policy and the school's disability equality scheme.

This policy been guided by the DCSF "Safe to Learn – Embedding Anti-Bullying Work in Schools" and DCSF "Bullying: A Charter for Action".

## **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can take place between children, between children and adults working in the school, between parents and staff and parents and children.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence, damage to belongings
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments, sexist remarks, offensive stereotyping or belittling of a person's sex, comments regarding sexual orientation
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Disability Physical, verbal emotional abuse of a person because of their disability, appearance or medical condition
- Cyber all areas of internet including derogatory comments posted on social networking sites on the Internet, email and internet chat room misuse or mobile phone misuse, misuse of other associated technology e.g. cameras or videos

**Bullying may be related to:**

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace.

## **Bullies and Victims**

Bullying takes place where there is an imbalance of power of bully over victim.

### **This can be achieved by:**

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- Anonymity-through the use of cyber bullying or using email, social networking sites, texts etc

## **HOW DO YOU KNOW IF SOMEONE IS BEING BULLIED**

The person being bullied might seem quiet, scared or tearful. They may not want to come to school and may not want to join in with games and activities. The schoolwork might suffer and possessions may go missing.

## **RESPONSIBILITY OF THE STAFF & GOVERNORS**

Governors and staff are responsible for the implementation of the anti-bullying policy. Members of the staff and governors should be vigilant about:

- setting a proper example of respect, kindness, courtesy and good manners.
- ensuring that standards of discipline are maintained in a quiet, controlled caring atmosphere. The use of collective worship and circle time to explore those relationships, areas of conflict, feelings, ideas and opinions.
- working with children to help them grow in understanding of the consequences of their actions
- regular monitoring of behaviour at break time and lunch time
- dealing promptly and effectively with all reported incidents of bullying.
- ensuring that issues around bullying is discussed by governors, parents/carers, staff, school council and children at school at least once a term.
- A nominated member of the Leadership Team with responsibility for anti bullying (see appendix 1)
- A nominated member of staff that has day to day responsibility for anti-bullying, the anti-bullying co-ordinator) (see appendix 1)

## **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.

## **WHAT PARENTS CAN DO IF YOU THINK A CHILD IS BEING BULLIED**

### **Signs and Symptoms**

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

- is frightened of walking to or from school
- unwilling to go to school
- changes their usual routine
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- starts stammering
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- becomes short tempered

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

Parents should share any concerns they have about their child with the Class Teacher.

### **IF YOUR CHILD IS THE BULLY**

It is very difficult for parents to accept their child may be bullying other children.

1. Remain calm. Talk things over and try to discover why they are bullying others.
2. Share your concerns with the school.
3. Help your child accept responsibility for their actions.
4. Be aware of the signs to ensure this behaviour is not repeated

### **PROCEDURES**

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached and the pupil's involved will be dealt with in accordance with the behaviour policy.
2. Staff will make sure the victim(s) feel safe.
3. Staff will listen to and speak to all the children involved about the incident separately.
4. In cases of serious bullying, the incidents will be recorded on the incident log by the anti-bullying co-ordinator and the pupils involved will be referred to a member of the Leadership Team in accordance with the behaviour policy.
5. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
6. Staff will reinforce to the bully that their behaviour is unacceptable. The designated anti – bullying co-ordinator will monitor the bully's behaviour and support the bully to understand and change their behaviour.

7. A child / adult that has been bullied will be offered support from the learning mentor team.
8. If necessary and appropriate a member of the Leadership Team may decide to report the matter to the police.
9. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
10. The bullying log will be overseen by the designated member of the Leadership Team with responsibility for anti-bullying.

### **Rights Respecting School Award**

Beech Hill is a Level 2 Rights Respecting School. The fundamental ethos of our school reflects our passion to promote children's rights to empower them to become global citizens. We effectively address the values and principles of the 'United Nations Conventions on the Rights of the Child' (UNCRC) through assemblies, collective worship, classroom activities and any curriculum areas where links can be made. From September 2014 we have had a Rights based renewed curriculum. Planning clearly shows which Rights are being studied during a topic of work and how the children are having an impact on a global scale and this information is shared with children during lessons. As global citizens, our children learn about the Rights of children in less economically developed countries and have the opportunity to raise the awareness of such issues through fundraising and campaigning projects throughout the year. The behaviour policy reflects the Rights of the Child with each step addressing the relevant articles within the UNCRC..

### **WHAT THE SCHOOL IS DOING**

Every September, classes will write their own rules and responsibilities and these are displayed in every classroom.

Children and staff will be made aware of who to speak to if they feel they are being bullied i.e. class teacher, learning mentors, anti-bullying co-ordinator, members of the school council and anti-bullying ambassadors.

The anti-bullying co-ordinator will deliver an assembly at least once a half term around bullying issues.

The school will make children aware of issues around bullying through assemblies, drama, circle time and PSHE.

The school will take part in Anti-bullying week and E-safety day. During the Autumn term, the school will have a Safeguarding Week where many activities will take place to raise awareness to parents and pupils around Safeguarding; including anti-bullying.

The website has a section on Anti-bullying to increase parental awareness.

Staff will deliver training to parents to support them to help their child, e.g. e-safety training.

Ensure, through staff training, that there is an awareness of the issues around bullying by all adults that work in the school.

Parents are invited to workshops around bullying/behaviour and internet safety throughout the year.

Children will be consulted regularly through questionnaires. The results of these questionnaires will be promptly responded to by staff.

Consulting regularly with the school council on strategies to ensure that bullying is dealt with effectively.

External agencies such as the NSPCC visit school across the year.

## **PUPILS**

Pupils are taught the values and principles of:

- the rights of the individual.
- tolerance of individual differences.
- social responsibility (caring for all members of a community).
- appropriate reporting of rule-breaking.
- the difference between good and bad secrets.

## **WHAT WILL THE SCHOOL DO TO SUPPORT THE VICTIM?**

**The school will:**

- Reassure the victim that the bullying will stop.
- Support the victim by listening and by encouraging them to talk about their experience.
- Offer continuous support and help restore self-esteem and confidence
- Tell the victim how the bully is feeling.
- Ask the victim to accept the bully's apology.
- Tell the victim who to turn to should any further problems arise.

YOU MUST ASK FOR HELP IF YOU NEED IT.

## **WHAT WILL THE SCHOOL DO TO THE BULLY**

**The school will:**

Talk to the bully/bullies and get the bullying stopped.  
Try to find out why the bullying is happening.  
Try to solve the problem between the bully and victim.  
Tell the bully how the victim is feeling.  
Help the bully to accept responsibility for his/her actions and apologise to the victim either verbally or in writing.  
Help the bully to change his/her behaviour by keeping in contact with them through the work of the staff and in particular the Learning Mentor team.  
Do everything it can to help a bully who admits he/she has a problem.

Bring the victim and bully together, with an adult present, for the bully to apologise to the victim.

Inform parents or guardians to help change the attitude of the pupil.

Disciplinary steps will be taken in accordance with the school's behaviour policy.

**The Head may take the decision to exclude a child immediately for serious bullying behaviour. Parents have a right to appeal to the Governing Body.**

**Sources of further information, support and help:**

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following is a small selection on the support available that teachers, parents and children may find useful:

Act Against Bullying 0845 230 2560 [WWW.actagainstbullying.com](http://WWW.actagainstbullying.com)

Advisory Centre for Education (ACE) 0207 704 3370 [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

Anti-bully [www.antibully.org.uk](http://www.antibully.org.uk)

Anti-Bullying Alliance (ABA) 0207 843 1901 [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Beatbullying 0845 338 5060 [www.beatbullying.org.uk](http://www.beatbullying.org.uk)

Bully Free Zone 01204 454 958 [www.bullyfreezone.co.uk](http://www.bullyfreezone.co.uk)

Bullying Online 020 7378 1446 [www.bullying.co.uk](http://www.bullying.co.uk)

BBC [www.bbc.co.uk](http://www.bbc.co.uk)

Childline 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Kidscape 020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)  
[www.kidscape.org.uk](http://www.kidscape.org.uk)

NSPCC 0207 825 2500 [www.nspcc.org.uk](http://www.nspcc.org.uk)

Parentline Plus 0808 800 2222 [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

The Children's Legal Centre 0800 783 2187 [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

UK Government Website [www.direct.gov.uk](http://www.direct.gov.uk)

## **Monitoring and evaluating the effectiveness of the Anti-Bullying Policy**

- General observation of playground activity
- Ongoing evaluation of Incident Log by the Senior Leadership Team
- Staff encouraged to raise concerns about children or incidents with SLT as a matter of importance
- Published on school website
- Regular meetings with school council to elicit pupil views on issues around bullying.
- Regular meetings with parent forums to elicit parental views on issues around bullying
- Reviewed by staff and governors every two years
- The school has achieved the 'Investors in Pupil' and 'Investors in Families' Award where the effectiveness of an anti-bullying policy is a key indicator of success

### **Appendix 1**

Designated anti-bullying senior leader Shameem Hussain

Designated anti-bullying co-ordinator Marie Lee



## **Appendix 2**

### **BULLYING INCIDENT REPORT FORM**

**Pupil's Name:** \_\_\_\_\_ **Class:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Description of incident** (please specify who was involved, where and when the incident occurred, what happened during the incident, what action was taken, how the matter was resolved)

**Names and accounts of any witnesses:**

**Parents of bully informed: YES/NO**

**Parents of victim informed: YES/NO**

**Name of teacher dealing with incident:**

**Copy to headteacher**