



Anti-bullying Policy

Date agreed by Governing Body	April 2021
Review date	April 2023
Responsible for this policy	Susan Knowles

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Beeston Primary 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 free from oppression and abuse.

All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell and be confident, when bullying behaviour is brought to our attention, prompt and effective action will be taken.

At Beeston Primary, children in Years 5 and 6 can apply to be Anti- Bullying Ambassadors. Following a rigorous selection process, the team of ambassadors meet every week to organise activities to raise awareness about anti-bullying. The Ambassadors organise play activities and support children in the playground ensuring enjoyment for all.

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Why is it Important to respond to bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. School has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Definition of Bullying

Bullying generally takes one of four forms:

- Indirect being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal name-calling, teasing, threats, sarcasm

- Cyber all areas of internet misuse, such as nasty and/or threatening emails or texts, misuse of blogs, gaming websites, internet chat rooms and instant messaging.

A bully is someone who hurts someone else by using behaviour which is meant to hurt, frighten or upset another person. This behaviour is repeated over and over again. If two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.

Bullying may also be:

- Racist eg racial taunting, graffiti, unacceptable gestures
- Sexual eg unwanted sexual contact, sexually abusive comments
- Cyber eg threats by text message, e-mail misuse
- Peer-on-peer
- Gender
- SEND
- Homophobic
- Transphobic (see definition below)

A transgender person feels that their external appearance (sex) does not match up with the way they feel internally about their gender identity. A female to male person will have the external appearance or body of a female and identify their gender as male; a male to female person will have the external appearance or body of a male and identify their gender as female.

Transphobia is a dislike or fear of someone who is or may be transgender. Trans people are often the subject of prejudice and the target of bullying because of their “difference”. This can be compounded by a lack of understanding and clear explanations, which in turn can generate confusion causing people to revert to learned negative gender stereotyping. Transphobic behaviour may be directed to the actual trans person, a friend or supporter, or anyone that may be perceived to be trans (whether they are trans or not).

Transphobic incidents would be recorded and dealt with in the same manner as other incidents that are motivated by prejudice or hate eg racist and homophobic incidents.

Within PSHE and Mindmate sessions children learn how to keep themselves and others safe, the difference between healthy and unhealthy relationships, the importance of recognising and talking about comfortable and uncomfortable feelings, rights and responsibilities and the importance of treating others equally. As part of this learning we explain to children what bullying is and what to do if they are being bullied. Children are encouraged to always tell a friend or an adult and also to report if they think someone else is being bullied or is displaying bullying behaviour.

The following steps may be taken when dealing with incidents in school:

- If bullying in school is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- The child/ren involved will be spoken to and a detailed account of the incident obtained. This may involve talking to other children and establishing the nature of what happened.
- The incident will be dealt with in line with the school behaviour policy and an agreed consequence will be given for any repeat of the same sort of behaviour.
- If necessary and appropriate, parents/carers may be called to discuss the incident or pattern of behaviour.
- Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they may seek assistance from the police

Bullying On-line and Social Media.

- Most of the inappropriate use of the internet is done from home or on students' mobile devices during evenings, weekends and school holidays.
- Staff at school have no jurisdiction to deal with this, and cannot investigate it.
- The responsibility for monitoring a child's use of social media, or indeed the internet in general, must lie with parents/guardians.
- School can offer advice to parents on keeping their child safe online or how to report bullying incidents. The Department for Education has released a document that aims to help parents better understand the issues and offers advice about many aspects of cyberbully. Please click below.
[Advice for parents on cyberbullying.](#)

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Dealing with any further instances quickly and appropriately.
- Reassuring the pupil and offering continuous support if required

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate.

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing our Anti Bullying Charter
- Bullying Information leaflet sent home to parents and carers
- 'Keeping Safe' information displayed in school and on our website.
- Peer support: Children in Years 5 and 6 apply for the role of Anti-Bullying Ambassadors in school, supporting children in the playgrounds at break and lunch time
- Worry boxes and feeling walls in every classroom
- Reading stories about bullying or having them read to a class or assembly.
- Having regular discussions about bullying and why it occurs.
- Taking part in anti-bullying week run by our Anti Bullying Ambassadors.
- Learning and sharing good anti-bullying practice within the BCM Cluster, Leodis Learning Alliance, the Local Authority and other relevant organisations when appropriate

Adults should be aware of these possible signs and should investigate if a child:

- Doesn't want to come to school.
- Becomes withdrawn anxious, or lacking in confidence.
- Changes in behaviour
- Begins to suffer academically.
- Is afraid to use the internet or mobile phone.

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

This policy is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and support staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy

- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is Lindsey Hegarty. The named member of staff with lead responsibility for this policy is Mrs S Knowles.