

# Beckers Green Primary School

## Anti-Bullying Policy

Jan 2022



Approved by governors on: 23<sup>rd</sup> Feb 2022

Review Date: Jan 2024

## Statement of Intent

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. If bullying does occur, all pupils should be able to tell 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. This policy should be read in conjunction with the school's Behaviour management Policy.

## What Is Bullying?

Bullying is a persistent and intentional act that results in pain and distress to the victim. Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. Bullying is a form of peer on peer abuse and can present in different forms:

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments which constitutes harassment either in person or online. It can also include consensual and non-consensual sharing of nude images or videos.
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

As stated in Keeping Children Safe in Education 2021 – all staff should be aware that peer on peer abuse can happen and that even if there are no reports in school it does not mean it is not happening. All staff should challenge inappropriate behaviour between peers and not downplay behaviour as banter or having a laugh. This can lead to an unsafe environment and a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

## Why is it Important to Respond to Bullying?

We have a responsibility to respond promptly and effectively to issues of bullying. It may be overt and intimidatory but is often hidden and subtle. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Bullying is among the highest concerns that parents have about their children's safety and well-being at and on the way to and from school. Bullying is also a primary concern of children and young people themselves. Bullying makes the lives of its victims a misery: it undermines their confidence and self-esteem and destroys their sense of security. Bullying impacts on its victims' attendance and attainment at school, marginalises those groups who may be particular targets for bullies and can

have a life-long negative impact on some young people's lives. It can be psychologically damaging and, at worst, it has been a factor in pupil suicide.

It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victims.

### **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, including bullying that is sexual in nature, 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.
- Bullying will not be tolerated.

### **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
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is 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

### **Procedures**

1. Reassure and support the pupils involved.
2. Report bullying incidents to senior staff and class teacher

3. Staff will record incidents on CPOMS – this easily tracks incidents and adds links to all involved in incidents. Staff can also notify school leaders via CPOMS system.
4. If necessary parents will be informed and will be asked to come in for a meeting to discuss the problem – this could be parents of the victim and perpetrator.
5. The bullying behaviour or threats of bullying must be investigated – if sexual in nature care will be taken not to impede any possible criminal investigation.
6. An attempt will be made to help the child(ren) displaying bullying behaviour to change their behaviour

## **Outcomes**

1. The children displaying bullying behaviour may be asked to genuinely apologise.
2. Consequences of behaviour will be discussed – they may include educational consequences and sanctions.
3. In serious cases and those which are ongoing, suspension or even exclusion will be considered. Cases will be considered on an individual basis.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Prevention**

As a school we will take the following measures to prevent bullying.

- Raise Awareness-whole school, parents, pupils and governors by holding yearly anti-bullying awareness days/weeks.
- Regular reinforcement of the school behaviour policy and values.
- Class rules to be established and consequences of actions made clear
- Playground and Hall rules to be displayed and monitored regularly
- Lunch time clubs established
- Playground zoning established
- Use of Play leaders
- High level of playground supervision
- Curriculum work through PSHE (Jigsaw), assemblies and Circle time.
- Work with individuals and small groups on conflict resolution and anger management
- Opportunities for children (sometimes in same sex groupings) to share any concerns they have about behaviour in school