



10a Anti-Bullying Policy

Review cycle: Every year (School), Every 2 years (G)
Review by: P Team, G(Ed), G(Board)

Last P Team/SMT Approval: Autumn 2020

Next P Team/SMT Approval: Autumn 2021

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Policies linked to:

- Behaviour Policy
- Counselling Policy
- Online Safety Policy
- Safeguarding and Child Protection Policy

This document also appears on:

- School Website
- Staff Intranet

This policy has regard to the DfE Guidance:

'Preventing and Tackling Bullying' DfE July 2017

'Cyberbullying: Advice for head teachers and school staff' – DfE 2014

THIS POLICY ALSO APPLIES TO EARLY YEARS

Among our stated aims at The Beacon are the following:

- Create a happy, safe and stimulating environment.
- Enable pupils to develop the social and emotional skills needed to believe in themselves, show consideration for others and value diversity.

It is clear that there is no place for bullying and bullies in such an environment. Pupils have the right to be educated in an atmosphere that is free from fear. The law says that Head teachers and others responsible for running schools have a duty to do all that they reasonably can to protect pupils in their charge from intimidation, assault or harassment. This right and this duty are enshrined within documents such as the UN Convention on the Rights of the Child and the European Convention on Human Rights.

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 The Beacon, 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. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a TELLING school. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What Is Bullying?

"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)

Bullying generally takes one of five forms (although this list is not exhaustive):

- 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, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera and video facilities
- Indirect - being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Prejudice-based – for example on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability (or ability), because a child is adopted or is a carer or because of appearance or circumstance.

Although not an exhaustive list, common examples of bullying include:

- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

Bullying may become a safeguarding issue and, particularly in cases of sexist, sexual and transphobic bullying, schools must consider whether safeguarding processes need to be followed. This is because of the potential for this form of bullying to be characterised by inappropriate sexual behaviour and the risk of serious violence (including sexual violence).

It is important for professionals to consider whether to apply safeguarding procedures both to the young people being bullied, and to the perpetrators. Victims of bullying may need to be protected from the child or young person engaging in bullying behaviour using safeguarding processes. Safeguarding processes may need to be applied to perpetrators in cases where their behaviour is an indication they are experiencing or impacted by abuse.

If the bullying involves physical assault, as well as seeking medical attention where necessary, consideration should be given as to whether there are any child protection issues and whether there should be a referral to the police if a criminal offence may have been committed.

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
- Victims of bullying are vulnerable as a result of their experiences and may be more at risk to being influenced by extremist views

Schools have 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, 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
- Bullying will not be tolerated

In order to address bullying effectively we will take advice and use resources from various organisations such as

Anti Bullying Alliance	(https://www.anti-bullyingalliance.org.uk/)
NSPCC	(https://www.nspcc.org.uk)
Stop Bullying	(https://www.stopbullying.gov/)
Anti Bullying Network	(http://antibullying.net/)
https://www.gov.uk/government/publications/preventing-and-tackling-bullying	
Childnet	http://www.childnet.com/

Beatbullying <http://www.beatbullying.org/>
Kidscape <http://www.kidscape.org.uk/>
Preventing and Tackling Bullying- DfE July 2017
Supporting children and young people who are bullied- DfE 2014
Cyber-bullying- advice for head teachers and schools- DfE 2014
Advice for parents and carers on cyberbullying-DfE 2014

We will align ourselves with the 10 key principles of the Anti-Bullying Charter for Schools as set out by the Anti-Bullying Alliance.

The Beacon is committed to the following principles to prevent and respond to bullying. Our school:

1. listens - all pupils and parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying.
2. includes us all - all pupils, including those with SEND, are included, valued and participate fully in all aspects of school life.
3. respects - all school staff are role models to others within the school in how they treat others.
4. challenges - all forms of discriminatory language – including disablist language – is challenged and taken seriously
5. celebrates difference – difference is actively and visibly celebrated and welcome across the whole school.
6. understands - all school staff, pupils and parents and carers understand what bullying is and what it isn't.
7. believes - all pupils, including disabled children and those with SEN, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.
8. reports bullying - all pupils within the school and their parents and carers understand how to report incidents of bullying.
9. takes action - we respond quickly to all incidents of bullying. Pupils, including disabled pupils and those with SEN, participate fully in decisions made about them and help to formulate appropriate action to respond to incidents of bullying.
10. has clear policies - our school's anti-bullying policy reflects these principles and is embedded within other school policies. They are widely and actively promoted to school staff, pupils and their parents and carers.

Implementation – The School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the Head of Section
- The Head of Section will interview all concerned and will record the incident on the pupil's records on iSAMS. A note of the incident will also be placed on the Bullying Log on the SMT site on Sharepoint.
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- Parents will be kept informed
- Punitive measures may be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, police will be consulted

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor or a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child

Sanctions

The following disciplinary steps can be taken in line with the Behaviour Policy:

- Recorded sanctions to cease offending
- Detention
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Education and Awareness

Within the curriculum the school will raise the awareness of the nature of bullying through :

- Inclusion in PSHEE and Self and Society curriculum

- Form tutor time
- Assemblies
- Inclusion in subject areas, (where appropriate,)
- Whole school awareness weeks such as Anti Bullying Week

in an attempt to raise an awareness of bullying and ultimately eradicate such behaviour.

According to the NSPCC, children who are at risk of radicalisation may have low self-esteem, or be victims of bullying or discrimination. Extremists might target them and tell them they can be part of something special, later brainwashing them into cutting themselves off from their friends and family.

Radicalisation can be really difficult to spot. Signs that may indicate a child is being radicalised include:

- Isolating themselves from family and friends
- Talking as if from a scripted speech
- Unwillingness or inability to discuss their views
- A sudden disrespectful attitude towards others
- Increased levels of anger
- Increased secretiveness, especially around internet use.

The school will conduct an annual online survey to ascertain the pupil, staff and parent perspective of bullying at The Beacon. The Senior Management Team will review the information and put a plan in place to address any issues raised.

With the support of the School Council, pupils are consulted on their thoughts, feelings and wishes with regard to Anti-Bullying at The Beacon. This feedback is used to support the annual review of the Anti-Bullying policy, as well as day-to-day practices regarding the issue.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Prevention

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

- Reminding and re-enforcing the Beacon Values and Golden Rules
- Using Art, Drama or Music to reinforce awareness
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it is important to address it and eradicate the behaviour.

Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is unwilling to go to school (school phobic)
- uses excuses to miss school (headache, stomach ache etc)
- begins to truant or try to miss certain days, lessons or times of day
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- begins to suffer academically
- 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 unexplained cuts or bruises or shows signs of being in a fight
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received
- is frightened of walking to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine

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

Whole School Responsibilities

It is the responsibility of:

- SMT to take a lead role in monitoring and reviewing this policy.
- The Head teacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Head teacher to communicate the policy to the school community.
- Pupils to abide by the policy.

Staff Training:

We will:

- Discuss, monitor and review our Anti-Bullying Policy on a regular basis. This will include it being a termly item on the SMT agenda.
- Discuss the school's definition of bullying at least annually with the staff to ensure common understanding
- Induct all staff, including non-teaching staff, to recognise types of bullying and signs of possible victims, to respond appropriately and to report suspected cases to the relevant class teachers, tutors and the heads of house or year.
- Record details of the situation with information from all involved
- Staff will have access to online Anti-Bullying courses and be required to complete them.

Monitoring & review, policy into practice

We will review this policy at least once every year or sooner if there are significant updates or if incidents occur that suggest the need for review. The school recognises its duties in law as well as the non-statutory DfE advice.