



ANTI-BULLYING POLICY

Beccles Primary Academy

Agreed by Governors: April 2021

Recent review:

Signed: H Thorne/ T Driscoll

Introduction

At Beccles Primary Academy, 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. If bullying does occur, all pupils should be able to tell someone and be confident that incidents will be dealt with promptly and effectively.

We encourage children's sense of responsibility towards each other and emphasise that anyone who knows that bullying is happening, to tell a member of staff as soon as they are aware.

The school believes that everybody has the right to be treated with respect. We, as a school, have a responsibility to respond promptly and effectively to issues of bullying, and to help children who are bullying to learn different ways of behaving. Bullying will not be tolerated.

Aims

- To ensure that all children, parents, staff and governors understand what bullying is.
- To ensure that bullying is taken seriously by all members of the school community. Children and parents should be assured that bullying will be dealt with effectively when bullying is reported
- To ensure that all members of the school community follow the policy.

What is bullying?

Bullying is the use of aggression or verbal abuse or intimidation with the intention of hurting another person. This may be repeated low-level incidents. In school we talk about repeated events being bullying rather than - or one-off extreme incidents involving one or more aggressor; at school, we refer to bullying as '*several times on purpose*'. Bullying results in pain and distress to the victim.

Types of bullying

Bullying can be related to:

- Race, religion or culture. This may include bullying of travellers or cultural bullying of particular groups.
- Special educational needs and disabilities.
- Appearance. This may include physical characteristics such as size and weight; body image issues; obvious signs of affluence, or lack of it.
- Health conditions and/or disability.
- Sexual orientation.
- Gender.
- Home circumstances. Young carers or looked-after children, or children affected by domestic violence, criminal activity, bereavement, being part of a refugee family, or siblings being bullied by association.

Methods of Bullying

Bullying can be:

- Emotional - *being unfriendly, excluding and/or tormenting.*
- Physical - *pushing, kicking, hitting, punching or any other physical violence.*
- Racist - *racial taunts, graffiti, gestures*
- Sexual - *unwanted physical contact or sexually abusive comments*
- Homophobic - *focussing on the issue of sexuality. This may include taunting about family circumstances (for example children of same-sex couples) or use of the word gay as an insult.*
- Verbal - *name-calling, sarcasm, spreading rumours, teasing.*
- Cyber - *All aspects of internet, such as email, internet, mobile phones, WhatsApp and social media to threaten or intimidate by text messaging and calls; misuse of associated technology, eg posting images or videos on the internet or via mobile phones.*

Prevention

Beccles Primary Academy works hard to ensure that preventive measures are in place to stop children bullying others.

Strategies in place to prevent bullying at Beccles Primary Academy:

- A whole school Anti-Bullying Week each year
- PSHE curriculum
- Assemblies
- School Parliament
- Pastoral & Welfare Team
- E-safety teaching
- Tracking and analysing of all behaviour incidents
- Parent and school relationships
- Parent workshops (E-safety)

Procedures

1. All bullying incidents to be recorded on CPOMS.
2. The bullying behaviour or threats of bullying must be investigated by SLT/Pastoral Team.
3. The school behaviour policy is followed to impose sanctions. In serious cases, internal or external exclusions will be considered.
4. Parents of all children concerned are informed if the incident is deemed as bullying.
5. All relevant staff (linked to child) will be made aware of bullying incidents
6. If necessary and appropriate, police/community support officers will be consulted.
7. The school supports both the victim and the children who have bullied. If possible, the pupils are reconciled. Staff help children who have bullied to change their behaviour. This may involve restorative approach, Pastoral Intervention, Thrive or CISS (County Inclusion Support Service – Behaviour)

In determining whether an incident constitutes harassment or bullying, the context in which the incident occurs will need to be considered as well as the victim's understanding of the perpetrator's motives.

The school will ensure that:

- All bullying incidents are taken seriously.
- All incidents will be investigated thoroughly.
- All records including the incident, investigation and outcomes will be recorded on CPOMS.
- The victim and perpetrator are interviewed separately.
- Witness information is obtained if appropriate.
- Relevant staff related to the child/ren are informed.
- Inform appropriate staff where a member of staff is involved.
- Ensure that action is taken to prevent further incidents.

Actions following the outcome of a bullying investigation may include:

- Imposition of sanctions
- Apology (verbally or written)
- Informing parents of all children involved (perpetrator and victim)
- Appropriate training for staff
- Mentor support/intervention for the perpetrator and victim.

Signs that a child may be being bullied:

- unwillingness to come to school
- withdrawn isolated behaviour
- complaining about missing possessions
- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work

Staff will be able to use their knowledge of the pupils, to identify changes in their behaviour that might indicate bullying. Pupils should be encouraged to be open with their parents, who can pass on concerns to the school.

Pupils have the following responsibilities:

- to not become involved in bullying incidents
- to be aware of the school's way of dealing with incidents and of the kinds of support available
- to always tell a member of staff if they think bullying is happening as soon as possible
- to always talk to parents/carers about any worries
- to support pupils who may be subjected to bullying
- to be prepared to speak up if they see or hear something that they feel is unfair

The **Head Teacher** is responsible for ensure that the school fulfils its legal obligations.

The Head Teacher has the following responsibilities:

- ensure the school has a policy covering, equal opportunities and anti-bullying.
- ensure that the policies are known to all staff and Governors
- ensure procedures are carried out consistently and fairly by all staff
- ensure monitoring systems are in place
- to report to the Governors of any bullying incidents when a meeting takes place.
- ensure all school staff have opportunity to receive training on appropriate methods of dealing with incidents of bullying and harassment
- establish systems which are perceived as supportive by pupils who are involved in incidents
- ensure that the ethos within school allows pupils to feel that it is 'safe' to tell and where they have the confidence to believe that school will deal effectively with incidents brought to their attention

All staff have the following responsibilities:

- ensure that they know the content of the equal opportunities and anti-bullying policy
- ensure that training opportunities are taken up
- be sensitive to the possibility of bullying and harassment in a consistent manner, including the logging and reporting procedures used in school
- ensure that the beliefs and values underpinning equal opportunities and anti-bullying are reflected within the classroom environment and the curriculum
- be aware of the cultural and social diversity and the beliefs of students in the class in order to be aware of the comments and or behaviour, which could be offensive to individuals or specific groups of people
- manage behaviour in a way that is seen by the pupils as fair and which models respect for the individual, in line with the Positive Behaviour Policy.
- Report all incidents of bullying to SLT and the Pastoral Team.
- Record incidents of bullying on CPOMS.

Strategies:

- involve students in drawing up ground rules for class behaviour and expectations
- display the Behaviour Steps poster within the classroom.
- have regular opportunities for whole class and/or group discussion where the topic of bullying and harassment is raised, and all pupils are encouraged and supported to give their views and express their feelings.
- consider at the planning stage of any topic how equal opportunity issues can be promoted. Become aware of which resources available within school can support this. Where appropriate deal with instances of bullying and harassment explicitly through the curriculum.
- Use display materials within the classroom and around school that help to promote positive values
- Use discussion and curriculum opportunities to discuss the role of the 'bystander' in supporting bullying and harassment.
- Intervene when incidents are observed outside the classroom so that pupils do not feel unprotected during parts of the day

The school Governors have the following responsibilities:

- Ensure that the school's equal opportunities and behaviour policy make reference to the different forms of bullying and harassment
- Ensure that the curriculum provides planned opportunities for pupils to discuss issues relevant to anti-bullying and equality of opportunities generally
- Ensure that staff receive appropriate relevant training to enable policies to be effectively implemented
- Ensure that they are aware of any patterns of bullying and persistent parental complaints
- Ensure that incidents are monitored and if appropriate policies and procedures are reviewed
- Ensure that parents are informed of the school's anti-bullying policy and where appropriate are consulted within any review process
- Support the Headteacher in implementing school policy

Strategies:

- Become familiar with and clear about the school's current position on anti-bullying, anti-harassment and equal opportunities
- Attend training opportunities for Governors on these issues
- Clarify the pupil's position in implementing the policy
- Where necessary to help establish an action plan to review policy and procedures
- Support the Headteacher in establishing appropriate mechanisms for monitoring incidents
- Help the Headteacher identify ways of disseminating the policy to pupils and to parents
- To ensure all parents are aware of the Complaints Policy and where to locate this on the website or school office.