



Beverley Minster Church of England Primary School



Care & Control **Anti-bullying Policy**

Rationale

We place friendship at the heart of our school and aim to ensure that all members of our learning community show the highest levels of care and concern towards each other and for the world around us. By encouraging high standards of behaviour through a positive approach that builds self-esteem and self-discipline, we seek to support our children as they learn to care for, and respect, both themselves and other people in a safe and happy learning environment.

Aims

- To provide a framework for action both to prevent incidences of bullying and to deal effectively with any reported bullying.
- To underline the importance of the role of the whole school community in eradicating bullying by maintaining an accountable, caring and supportive ethos.
- To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Bullying - Definitions

We recognise that the term “bullying” means different things to different people and undertake to support people’s different perceptions.

- Physical: pushing, kicking, hitting, pinching, any form of violence, threats
- Verbal: name-calling, sarcasm, spreading rumours, persistent teasing
- Emotional: tormenting, threatening ridicule, humiliation, exclusion from groups or activities
- Prejudicial: racial, homophobic and transgender taunts, graffiti, gestures. The Governing Body holds statutory responsibility for ensuring that all cases of prejudicial bullying are dealt with in an appropriate manner. Prejudicial bullying covers a wide range of types of bullying including homophobic, racial and transgender. The school deals with all cases of prejudicial bullying swiftly and firmly, involving parents/carers at the onset rather than after an initial warning, and ensures that any required documentation is completed.
- Sexual: unwanted physical contact, abusive comments
- Cyber-bullying (See also Mobile ‘Phone Policy) Cyber-bullying is the use of internet-based opportunities (e.g. social networking sites etc.) or mobile ‘phones as tools for bullying an individual. Pupils are not permitted to access social networking sites during school hours other than for supervised teaching purposes; or to use school computers for contacting their peers by email during school hours.

Bullying is not:-

It is important to understand that bullying is not an occasional falling out with friends, name calling or the occasional 'joke' that is played on someone. Children do sometimes fall out and can say unkind things because they are upset. When problems like this arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, name calling or harmless pranks. We all need to be able to deal with these situations and develop social skills to be able to resolve relationships. It is bullying if it is done repeatedly and on purpose.

Mobile 'Phones (See Mobile Phone Policy)

We do not allow children to use mobile 'phones on the school premises and they should not be brought to school except in exceptional circumstances. (E.g. The child needs the 'phone owing to arrangements for after-school care or activities made by parents/carers that are not connected to the school's own provision.) Any mobile 'phone brought to school should be accompanied by a note of explanation by the parent/carer and the 'phone handed in at the school office until the end of the school day. Pupils found breaking the mobile phone rule will have the phone confiscated and parents/carers asked to collect it at the end of the school day.

Procedures for Dealing with Bullying

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 account of the incident will be recorded and given to the Head teacher.
- The Head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it persists the class teacher will advise other relevant staff.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation will all parties concerned.
- The incident will be recorded in the school's 'Behaviour Record Log' –available in the Head teacher's office.
- In the case of cyberbullying occurring outside school, this will be referred immediately to the parents/carers. The school feels that it is primarily the duty of parents/carers to resolve issues which result from home-based activities.
- In the very unlikely event of cyber-bullying occurring within the school day, the school will involve parents/carers. In the unlikely event of cyberbullying being connected to the school via use of the school's internet, the school will work with all concerned, including the child's parents/carers, to tackle and resolve the problems.

Pupils

Pupils who have been bullied will be supported by:-

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice, this may be their special person.
- 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 need to change.
- Informing parents or guardians to help change the attitude of the pupil.

This policy should be read in conjunction with our school behaviour policy, which outlines disciplinary steps that can be taken. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, ELFS and circle of friends sessions, through the implementation of e-learning and e-safety policies, IT sessions, class discussion and circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Guidelines

Staff will be vigilant about behaviour patterns and will look out for signs of bullying which might include:-

- unwillingness to come to school
- withdrawn, isolated behaviour
- complaining about missing possessions
- refusal to talk about a problem.
- being easily distressed
- damaged or incomplete work
- unexplained fall-off in standard of work.

Staff will contact parent/carers if they note significant changes in behaviour.

All incidents of bullying will be referred to the Head teacher or, in her absence, an Assistant Head teacher.

Children will be encouraged to **tell** an adult, a friend or a family member if they feel that they are being bullied. They should be provided with alternative means of disclosing concerns e.g. special person, Worry Boxes. They should be made to feel that it is the bully, not themselves, who is in the wrong. The Anti-Bullying Charter will be displayed prominently and discussed regularly in class.

Children will be encouraged to remain uninvolved in bullying that they witness and to intervene to help if possible by telling the bully to stop, or by fetching an adult.

Adults will listen carefully and provide opportunities for views, opinions and feelings to be expressed.

Strategies used to help reduce and resolve conflict between members of the school community will include peer mediation, circle time, Circle of Friends and other curricular and pastoral activities. Visiting theatre groups and the use of multimedia resources will be included when appropriate. Children will be made aware of support lines and other external means of support.

Sanctions will be agreed and clearly followed up, taking account of LA and DFE guidelines. Sanctions referred to within the School Behaviour Policy will be used consistently. These include, for example, removal from groups, withdrawal of privileges and withholding participation in non-essential school activities. Advice will be sought from LA officers if necessary: exclusion will not be ruled out in the most serious circumstances.

Further Guidance for Parents

Watch out for major changes in behaviour over a period of time such as:-

- wanting more attention
- being very reluctant to go to school
- apparent minor illnesses
- disturbed sleep
- becoming withdrawn
- possessions disappearing
- coming home bruised
- avoiding friends.

These are indications that your child MAY be being bullied. If you suspect that this is the case:

- Try to get them to talk about school.
- Listen calmly and talk about the experience.
- Record the details.
- Tell your child that they are right to talk about it.
- Contact the school, provide details, ask for their help.
- Stay in touch with the school and inform them of any changes.
- Remember that a one-off incident may not be bullying but the school will support you and will look into the matter.
- Encourage your child to be more assertive, and advise them about coping with teasing.
- After the incident, when asking the child about any continuation, do not ask leading questions like 'Has ### been bullying you again?' This is because, the reply is likely to say 'Yes' simply to get your attention. Instead, ask a more neutral question like 'Have things been OK at school?' or 'What kind of day have you had?'

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.

Conclusion

Acting together to help all members of the school community to recognise, discuss and act upon bullying in all its forms will contribute towards the achievement of the overall school vision & values and the purposes of the School Behaviour Policy. In particular, following the guidelines of the policy will assist in maintaining the safety and happiness of all members of the school community.

Date	May 2016
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