

## Beardall Fields Primary and Nursery School Anti-Bullying Policy



At Beardall Fields 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 and maximise their potential. 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.

**See something, say something, stop something!**

(School Council)

The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside of the school where appropriate.

### 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.

### Policy Development

This policy was formulated in consultation with the whole school community with input from

- Members of staff
- Governors
- Parents/carers
- Pupils ( through school council)

### Roles and Responsibilities

**The Head teacher** has overall responsibility for the policy and its implementation and liaising with the Governing body, parents/ carers, LA and outside agencies.

### The Anti-bullying Co-ordinator

The responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies.

- Implementing the policy and monitoring and assessing its effectiveness in practice
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating the training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

## **Definition of Bullying**

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

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
- 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

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Bullying behaviour can include prejudice related bullying relating to the protected characteristics as defined in the Equality Act 2010. It also includes inappropriate language and terminology.

### **Prejudice Related Bullying**

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of: age, disability, race, nationality, ethnic origin, religion, or sexual orientation.

As part of the requirement on schools to promote fundamental British values, we must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

### **Other vulnerable groups include**

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances.

### **Prejudice Related Language**

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are gay, bisexual or transsexual or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

### **Cyberbullying**

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying.

We will ensure that our children are taught safe ways to use the internet (see our e-safety policy) and encourage good online behaviour.

#### **Bullying is not:**

It is important to understand that bullying is not an odd occasion of falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind 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, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

**It is bullying** if it is done repeatedly and on purpose.

## **Reporting and responding to Bullying**

### **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"
- asks for money or starts stealing money (to pay the bully)
- 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
- gives improbable excuses for any of the above
- 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. Any concerns should be reported to the Head teacher or Anti-bullying coordinator.

### **Role of Parents**

Parents have an important part to play in our anti bullying policy.

We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in your child's education, Enquire how their day has gone, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.

If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately. Our school has clear and well publicised systems to report bullying. All reported incidents will be taken seriously and investigated involving all parties.

The following steps will be taken:

- Interviewing all parties
- Informing parents
- Implementing appropriate sanctions in accordance with the Behaviour policy
- Following up, keeping in touch with the person who reported the situation, parents/carers
- Having a clear complaints' procedure for parents/carers
- Adopting a problem solving approach through circle times and/or drama activities

- Supportive responses such as circle of friends, restorative approach, individual work with victim, perpetrator and bystanders
- Referral to outside agencies, if appropriate
- Liaising with the wider community if the bullying is taking place off the school premises – ie cyberbullying or hate crime.

## Recording bullying

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored by the Anti-bullying co-ordinator on a specified recording form.

Prejudice related bullying/incidents will be reported to the LA using Nottinghamshire guidelines: Bullying and Prejudice-related incidents (August 2014) and sent in an email to [ecas@nottscc.gov.uk](mailto:ecas@nottscc.gov.uk)

Information stored in school will be used to ensure individual incidents are followed up and will be used to identify trends and inform preventative work. This information will be presented to Governors as part of the termly report.

## Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our pupils we at Beardall Fields Primary and Nursery school have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Regular PSHE teaching through SEAL, including the Anti-bullying unit
- Taking part in national Anti-bullying week in November
- Awareness through anti bullying assemblies
- Circle time and small group work
- Drama/role play activities
- Playground Pals for children who are experiencing difficulties settling into school
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.
- Student voice, school council
- Support for parents/carers through parent groups, parent information evenings
- Support for all staff through staff training

## Links with other policies

Policy	Why
Behaviour Policy	Rewards and sanctions, Codes of conduct

Safeguarding Policy	Child Protection
E-safety and Acceptable use policy	Cyber bullying and e-safety
Equalities Policy	Prejudice related crime
Confidentiality Policy	Reporting and recording
PSHE/Citizenship	Strategies to prevent bullying
Complaints' Policy	Guidelines to make a complaint if families are not happy with the school's response

### **Monitoring of Policy**

This policy will be monitored by the Senior Leadership Team and School Council, and will be reviewed annually. Following an annual review, suggestions for amendments will be presented to the Governing Body.

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