



Beecroft Garden
PRIMARY SCHOOL

BEECROFT GARDEN PRIMARY SCHOOL ANTI-BULLYING POLICY

Reviewed policy agreed: January 2016
Reviewed policy shared with staff on:
Policy to be reviewed again on:

BEECROFT GARDEN ANTI-BULLYING POLICY

At Beecroft Garden Primary School we believe that all pupils have the right to be safe, to be valued, to be respected and not physically, verbally or emotionally abused.

Bullying behaviour of any kind is unacceptable in our school and will not be tolerated. If bullying behaviour does occur pupils, staff members and parents are encouraged to report this behaviour and should feel assured that it will be dealt with promptly and effectively.

Conflict

Conflicts are arguments, fights and fallings out. They are usually the result of a momentary action or behaviour to cause the conflict. Both people have the power to influence the situation and both people, although may be emotional and upset, may bear some responsibility for what has happened. This is not bullying and is an inevitable part of group dynamics.

What is Bullying?

Bullying is actions or behaviours by a person or group of people that deliberately hurts, threatens, frightens or causes anxiety to another individual or group. These actions or behaviours are bullying if they are repeated over a period of time. Only the person bullying is to blame and only the victim feels bad after the action. A factor of bullying is that the victim finds it difficult to take action to defend themselves, often because they fear their actions will increase the bullying.

“Bullying is when people repeatedly do the same bad thing to other people” – Year 6 Child

“Bullying is when someone tries to hurt you everyday” – Year 4 Child

“Bullying is a repetitive action that hurt's another child's feelings” – Staff Member

“Bullying is consistently saying or doing something to another child in a derogatory way that makes that child feel uncomfortable” – Year 6 Staff Member

Types of Bullying

Bullying actions or behaviours include:

Physical: pushing, hitting, kicking, taking belongings, demanding money or possessions as payments for safety or friendship.

Verbal: name calling, insults, sarcasm, persistent teasing, making offensive remarks.

Emotional: threatening harm, humiliation, exclusion from social groups or activities, spreading malicious stories or rumours, 'ganging-up'.

Discriminatory: exclusion or teasing because of special educational needs, particular aptitude or physical difference.

Racist: racist name calling or insults (eg. against food, music, dress, religion or custom) offensive mimicry, racist jokes.

Sexual: looks and comments about appearance or attractiveness, inappropriate touching or physical contact, abusive comments concerning sexual orientation or gender. This may also take the form of name calling using homophobic language or transphobic bullying.

Cyberbullying: inappropriate and harmful behaviours incorporating all types of bullying behaviours expressed via digital devices. This includes sending inappropriate messages by phone, text, messenger, websites, social media sites and apps and also including sending offensive or degrading images.

“Some examples of bullying are cyber bullying, physical bullying or verbal bullying” – Year 6 Child

“People can bully you through their phones, or they can hit you, or they could ask you to give them your money” – Year 4 Child

“Bullying can be name-calling, isolating someone, using unkind language or being physical with someone” – Y1 Staff Member

“Types of bullying include physical or verbal. Getting other people to join in can also be part of bullying” – Staff Member

Signs of bullying

Changes in the child could be an early sign of distress, other indications include:

- Anxiety
- Unwillingness to go to school
- Feeling unwell more often – mysterious illnesses
- Loss of confidence
- Withdrawal
- Problems eating or sleeping
- Bedwetting

How can we prevent bullying behaviour?

Beecroft Garden Primary School staff prevent bullying by:

- Encouraging children to become confident, caring and nurturing individuals through the exploration of the schools values. A monthly value is chosen and explored through whole school assemblies, class circle time and recognised within the general daily school life. The values are: kind, confident, respectful, resilient, creative, reflective, independent, ambitious, curious, resourceful, collaborative and happy.
- Promoting the schools golden rule which encourages children to be gentle, kind and helpful, work hard, look after property, listen to people and be honest.
- Raising awareness of bullying through circle times and incorporation into topics, as well as the use of class texts to promote empathy. Children are encouraged to share ideas and discuss relevant issues through class discussions. The school also aims to address issues through ad-hoc class discussions.
- Informing children and parents of how to stay safe online through E-Safety education, including parent meetings and resources.
- All staff are trained in the restorative justice approach and support children to use their own skills to resolve problems.

Beecroft Garden Primary School pupils prevent bullying by:

- Raising awareness and discussing ways to stop bullying through school council. School council members feedback discussions to their class and gather opinions.
- Taking part in peer support buddying systems at lunchtime. The buddy rota is in place for children to provide support to each other including practical help and support finding friendships and games to play in the playground.

- The Little Leaders scheme in which the older pupils organise and lead games for the younger children and encourage them to play.
- Supporting new children through transition using a class buddy who looks after them during playtime and lunchtime, and is available to answer any questions they have about the school day.
- Using the '3 steps' procedure to resolve a problem – 1. Say what the other person did which upset them 2. Tell the person how they felt 3. Tell the person how they would like them to behave in the future.

The role of the bystander

A bystander is someone who is present at the time of an incident and does not become involved when someone else needs help. A bystander does not actively initiate the incident or usually actively take part. The bystander can take on several roles within a bullying situation: Assistants – who join in and assist the bully, Reinforcers – who give positive feedback and provide an audience by laughing and encouraging, Outsiders – who stay away and don't become involved, Defenders – who comfort the victim and actively try to stop the bullying.

At Beecroft Garden we encourage bystanders to support the victim by either; stepping in to defend and stop the bullying, supporting the victim to seek help or by seeking help from a member of staff on behalf of the victim.

Bystanders who assist the bullying behaviour or reinforce bullying behaviours will be addressed in accordance with Beecroft Garden School's behaviour policy.

Dealing with bullying behaviour

Bullying behaviour will not be tolerated at Beecroft Garden Primary School and all known incidents will be investigated and dealt with by a member of staff.

Incidents cannot be dealt with if they are not known so ANYONE who knows that bullying is happening has a responsibility to tell a member of staff. We want to be a TELLING school, everyone at Beecroft Garden Primary School should know that they have a duty to help stop bullying. All pupils are expected to tell about bullying behaviour and understand that this is the way to keep everyone safe. If the child cannot tell for themselves, other pupils or parents have a duty to tell a teacher.

MAKE BEECROFT GARDEN PRIMARY SCHOOL A 'TELLING' / 'REPORTING' SCHOOL.
STAND UP TO BULLIES AND ALWAYS TELL/ REPORT BULLYING BEHAVIOUR

Procedure for bullying complaints

1. When bullying is suspected or seen by a bystander support should be given to the victim to encourage them to report it, this support can be given covertly or overtly. If the victim does not want to report this bullying then the bystander is encouraged to speak to a member of staff about what they have seen, reports from bystanders will remain confidential.
2. Victims should report all bullying complaints to a member of staff they trust. All complaints to be passed on to the Class Teacher or Learning Mentor. Senior Leadership Team (SLT) member will be informed, in addition to appropriate teaching staff.
3. All allegations and discussions with pupils to be recorded and actions taken. Conversations will be carried out separately between the victim and perpetrator, although the victim, if requested, may have another pupil present for support. These records should be subsequently reviewed by SLT.
4. Where an incident of bullying has been identified, parents/ carers on both sides will be informed and the action taken explained. If the victim does not want their parents to be informed at this stage, they will be given the option of developing some empowerment tools, such as assertiveness, so they are better able to express their opinions and less likely to become a victim of bullying behaviour. The victim will then

be monitored by appropriate staff members for 2 weeks after which the effectiveness of these tools will be reviewed. Parents will be informed at this stage. The victim will be encouraged to report incidents within these 2 weeks and staff will intervene before the review if the child is suffering physical or emotional harm.

5. To resolve the bullying behaviour the empowerment approach along with appropriate restorative justice approaches will be taken with pupils involved. The perpetrator will be supported to understand the impact of their actions on the victim, recognise their social responsibilities and makes amends to the victim.
6. As a consequence of the perpetrators behaviour, action, in accordance with Beecroft Garden School's Behaviour Policy, will be taken. The perpetrator will be given an exclusion of some kind, where they will be isolated from their peers for a set period. If the behaviour continues further exclusions will ensue.
7. Identified incidents of bullying will be followed up with the victim initially within a short period, and then an extended period if the victim reports no further issues.

Incidents that cannot be satisfactorily resolved, or that recur, should be referred to a member of the Senior Management Team for further action.

Supporting pupils

Victims of bullying behaviour:

Pupils who have been victims of bullying behaviour will be given support through the school Learning Mentor. If pupils feel they are being bullied they can talk to their Class Teacher, TA, Learning Mentor or any other member of staff they feel comfortable with. Following an incident of bullying, pupils are supported via the Learning Mentor who collects an update on the relationship a short period after the event and is a point of contact if any subsequent incidents occur.

Perpetrators of bullying behaviour:

Beecroft Garden School recognises that support must also be given to the perpetrators of bullying behaviour. We aim to get the perpetrator to understand how the victim feels, express empathy, encourage them to take ownership of their actions and explore what can be done to change the bullying behaviour and make more positive behaviour choices. We also aim to understand the motives and feelings behind the perpetrators actions, not demonising them but exploring whether the behaviour is a cry for help. Parents will be informed and encouraged to discuss the incident with their child.

Who is aware of the policy and where can it be accessed?

All staff members and school governors are aware of the Anti-bullying policy and a copy is held on the staff server. The children are made aware of the policy through staff and there is a copy available on the website for children and parents. A hard copy of the policy can also be obtained from the school office.

'We don't want to children to be bullied at Beecroft so it's important that everyone knows how to spot bullying behaviour and what to do about it' - Governing Body