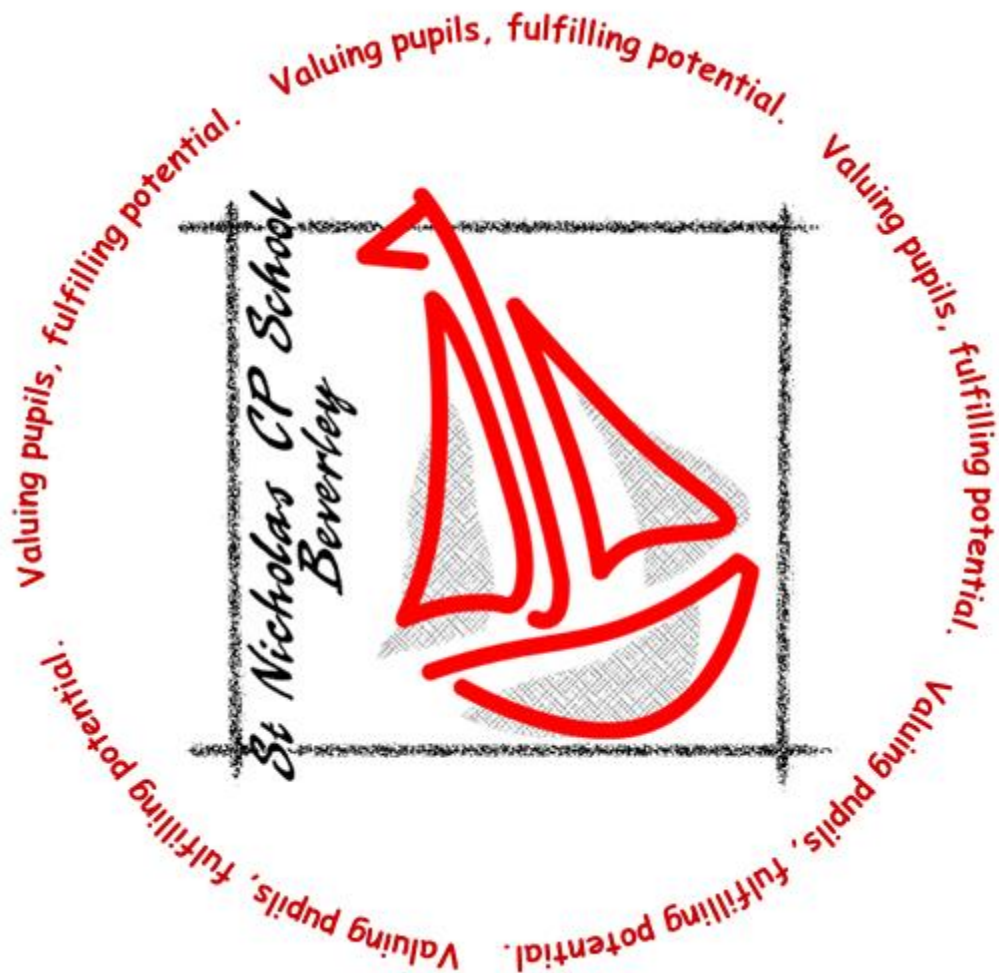


Anti Bullying Policy

Beverley St Nicholas Primary School



Reviewed January 2022

Introduction

All of the children at Beverley St Nicholas Community Primary School have the right to feel safe, secure and happy and learn in a supportive, caring and safe environment without fear of being bullied. We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well being of our pupils.

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

It is everyone's responsibility to ensure that no-one becomes a victim of bullying and to report any suspected incidences of bullying behaviour. We expect all members of our school community to comply with this policy and work towards an inclusive, kind school culture with positive attitudes towards people with disabilities and towards ethnic, cultural and linguistic groups within and outside the school. Discriminatory words and behaviour should always be treated as unacceptable.

Definition of Bullying

Bullying is aggressive or insulting behaviour by an individual, or a group of individuals, that intentionally sets out to hurt or harm another individual, or group of individuals. The hurtful behaviour may be repeated over a period of time and, if allowed to continue in the social context of a school, can become an established and accepted form of behaviour, thus making it extremely difficult for victims to defend themselves. It can take various forms:

Physical – for example fighting, damaging or hiding someone's clothes or belongings

Psychological – for example, excluding someone from a group, activity or place;

aggressive name-calling; cyberbullying (for example via social networking websites, phone calls, text messages, photographs or emails) or unpleasant remarks or actions.

Bullying may also be:

- Racist, or relating to someone's religion or culture
- Sexual (i.e. talking to or touching someone in a sexually inappropriate way)
- Sexist – related to a person's gender or gender reassignment
- Related to someone's sexual orientation (e.g. homophobic bullying)
- Related to someone's disability, special educational needs, learning difficulties, intellectual ability, health or appearance
- Related to pregnancy or maternity
- Related to someone's home circumstances

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.

At Beverley St Nicholas Community Primary School the sky is the limit because everything is possible.

Importance of reporting/responding to bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in standards of work and lapses in concentration. Pupils must be encouraged to report bullying in school and it is the responsibility of everyone to ensure that we are alert to the signs of bullying and act promptly and firmly against it.

Bullying behaviour should never be ignored and it is the responsibility for **all** members of the school community to deal with and report incidents of bullying, including concerns they may have that someone is being bullied.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable and inappropriate behaviour, and by being clear that we all follow the schools behaviour policy.

Preventing Bullying

The school is committed to promoting positive values of mutual respect and concern and to taking action to prevent bullying in a wide range of contexts.

Whole school initiatives and proactive teaching strategies will be used across Beverley St Nicholas Community Primary School to develop a positive learning environment with the aim of reducing opportunities for bullying to occur

At our school we use circle time and personal social and emotional aspects of learning (JIGSAW) to develop children's understanding of bullying. Through these activities as part of the curriculum children will develop awareness of difference including:

- Special educational needs and disabilities
- Race, culture and religion
- Gender
- Differences in family and lifestyle

Other activities may include:

- Learning about the school behavioural expectations
- Writing stories or poems or drawing pictures about bullying
- Reading and sharing stories
- Role play
- Class discussions
- Annual participation in national Friendship Week (usually in November)
- Regular anti-bullying assemblies
- Drama / role-play activities
- Following a whole school Positive Behaviour Policy
- Modelling of appropriate behaviour in the school community

Procedures for reporting bullying

Allegations and incidents of bullying at Beverley St Nicholas Community Primary School will be taken seriously by all staff and dealt with impartially and promptly.

The following procedures will be applied fairly, consistently and reasonably taking into account the specific needs of the pupils involved.

All of those involved will have the opportunity to be heard. Staff will support all children involved while allegations and incidents are investigated and resolved.

The following procedures will be followed:

- Incidents of reported bullying need to be reported by the teacher/member of staff reported to initially. A clear account of the incidents will be recorded. This information will be recorded on CPOMS.
- One of the assistant headteachers or the Headteacher will speak to all children involved, either individually or in a group (as appropriate). This will then be discussed with the SLT.
- The problem will be identified and solutions suggested.
- Appropriate action will be taken to end the bullying or threats of bullying.
- Staff will take problem solving actions and a restorative practice circle will be held. The bully / bullies may be asked to genuinely apologise. Other consequences / sanctions may also be applied.
- The bully will be supported in changing his / her behaviour.
- If the bullying continues, or in more serious cases of bullying, parents will be informed and invited in to school to discuss the situation.

All reports of bullying will be addressed and the priority will be to support those being bullied and to stop the bullying. We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour.

The Role of Governors

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Role of the Head Teacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteachers aim is to ensure that the school culture is one of mutual support so making bullying less likely.

The Role of the Class Teacher

- Teachers in our school take all forms of bullying seriously, and will intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class through CPOMS.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the child's parents would be informed.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Teachers will be proactive in delivering sessions which meet the current needs of their class.

The Role of Parents

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and positive behaviour policy and to actively encourage their child to be a positive member of the school.

Monitor, Review and Evaluation

This policy is a working document and therefore is open to change and restructuring as and when the need arises.

The effectiveness of this policy will be assessed through:

- Analysis of bullying incident records
- Consulting with pupils, parents, careers, staff and stakeholders.

