

BECKFORD PRIMARY SCHOOL



ANTI-BULLYING POLICY

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What is bullying?

Bullying (as defined by the DfE) is deliberately hurtful, repeated behaviour – often over a period of time. It may be physical or emotional and includes racism and homophobic behaviour. This can also be communicated through text messages or via the internet on social networking sites.

Bullying is not acceptable among the children, staff or parents of this school. Our 'Complaints procedures' clearly outlines the procedures for adults to follow in cases of bullying, and our Behaviour Policy should be read in conjunction with this policy to fully understand our approach to minimising and eradicating bullying among the children at Beckford. This policy relates not only to incidences of bullying in school but also to bullying behaviour which takes place on the route to school or from school to the home.

STRATEGIES WE USE TO ADDRESS BULLYING

WHOLE SCHOOL APPROACHES, WE WILL:

- Keep discussion of bullying on the agenda with children.
- Raise regularly on the agenda of School Council meetings
- Educate children on the definition of bullying and its many forms (name calling, cyber bullying etc)
- Have periodic poster campaigns around the school, involving classes of children.
- Keep a 'Worry Box' for victims to report bullies if they are reluctant to talk to anyone directly.
- Deal with incidents reported promptly and record in the bullying log which is maintained by the Leadership Team
- Hold weekly Circle Time in every class to provide a forum for discussion around feelings & relationships
- Have clear sanctions for bullies (e.g. missing break times, behaviour charts signed daily by teacher and parents to maintain improved behaviour) and further disciplinary measures if necessary
- Praise kind behaviour.
- Help all children to feel they can be successful as individuals.
- Introduce "Buddy systems" to encourage good relations between year groups.
- Raise the status more publicly, of speaking out against bullying to ensure that victims lose no self-esteem by reporting this.
- Reinforce advice given to children in general (not just when incidents occur).
- Work with children who know about other bullying and enlist their help.

IN THE PLAYGROUND WE WILL:

- Continue to improve the school grounds, creating more co-operative play space and variety in the environment, reducing domination of playground by rough games and football.

- Providing constructive and collaborative play opportunities.
- Provide interesting and varied clubs that pupils can attend every half term inside the school at lunchtimes
- Provide on-going programme of training for staff on playground issues.
- Keep up the variety of play activities during the lunch hour
- Watch children at play and look out for children who seem to be left out.
- Create Circles of Friends to encourage peer support
- Identify places in the playground or around the school that children feel are not safe.
- Have 'Playground Friends' and Peer Mediators to ensure that all children have someone to play with and to turn to

IN THE CLASSROOM WE WILL:

- Remind children of acceptable behaviour and bringing out moral issues in the curriculum (plenty of scope in RE, Science, History, Geography, PHSE, Assemblies)
- If in any particular class bullying or unpleasant behaviour towards one another appears to be on the increase, take more time to raise this with the class. Ask other staff, head or deputy to reinforce this if necessary
- Look out for children who are reluctant to come into school or whose attendance is erratic
- Ensure school expectations of behaviour are always visible in each classroom and around the school

WORKING WITH THE VICTIM

WE WILL:

- Work to raise the self-esteem and confidence of bully victims.
- Give victim access to work with the Learning Mentor as a matter of priority
- Tell bully victims they have a right not to be bullied and that it is brave to report this.
- Listen to and take seriously any reports of bullying.
- Allow bully victims the space to say how they would like incidents to be dealt with (children vary - some like to talk to the bully face to face with a teacher, some like to have a member of staff deal directly with the bully, some just want you to watch out for incidents at first, some want the chance for a supervised talk with friends to sort out relationship problems) - it depends on the nature and severity of the bullying and as to how scared the child is.
- Get the victim and perpetrator together in a safe environment with an adult so that feelings can be identified (and if the victim agrees and the bully is likely to be responsive).
- Empower children to talk things through themselves (at an early stage of difficulty).
- Ask bully victims on a regular (daily) basis if they are OK.
- Encourage the bullied child to tell an adult whenever something new happens. Try to ensure that this is seen as a strength, not a weakness on the part of the individual within their peer group.
- Look out especially for bullying of the non-obvious kind e.g. name calling, refusing to speak to someone or play with them, particularly if the child involves others in

this, especially if repeated. Serious or repeated bullying is always reported immediately to the head/deputy and recorded.

WORKING WITH THE BULLY

WE WILL:

- Work with the bully and their parents to find out why they behave in such a way.
- Help bully understand the effect their behaviour has on others
- Praise bully when behaviour improves - often bullies have very low self-esteem
- Ensure bully understands consequences of their actions in terms of school discipline procedures
- Give bully opportunity to discuss their side of the argument
- Seek extra support from other agencies, should we feel this is required

WORKING WITH PARENTS

WE WILL:

- Speak to the parents of bully victims at an early stage
- Meet and work with parents of bullies and victims. (Nature of meetings and regularity depends on circumstances).
- Ask parents to make immediate contact at any time over bullying incidents, daily if necessary.
- Access support for family if necessary.

MONITORING

WE WILL:

- Monitor incidents and the way they are dealt with systematically and in written form
- Keep an up to date record of victims and perpetrators (needs to be kept highly confidential). We will analyse this data termly, and examine any trends which may exist. We will classify the type of incident, paying particular attention to racist behaviour and the ethnicity of children involved. We will act upon any indicators arising for this analysis
- Discuss information and updates on perpetrators and victims at leadership level
- Ensure that information about children who are victim and perpetrators is passed on from one class teacher to the next.
- Ensure every bullying incident is always reported to Class Teachers, Senior Meals Supervisor, Head and other members of the leadership team.

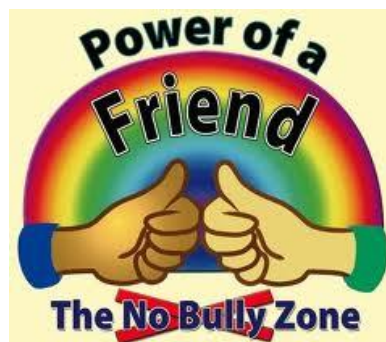
CHILDREN

if you are being bullied

Tell an adult straight away (anyone you feel safe to talk to) It is *not* weak to do this!

Tell your parents if you cannot tell anyone in school and tell them to tell us.

Friends - let an adult know if one of your friends is being bullied.



No-one should be bullied - you have a right to feel safe in school and on the way to and from school. Use the worry box if you cannot talk to *anyone*.

ADVICE

for Parents and Carers

If you think your child is being bullied:

- *Make immediate contact at any time over bullying incidents, daily if necessary and repeatedly.*
- *Tell us as soon as possible after the event if you think your child has not let us know, or if they think the situation has not been dealt with in a satisfactory way.*
- *Do not intervene with other parents' children directly but let the school know. (Some bullying arises outside school, but we need to know in school).*
- *Do not keep children at home because of bullying - tell us - so that it can be dealt with (we are often not so successful with children whose attendance is erratic, since relationships with peers are often a problem as a result).*
- *Allow the school to seek further professional advice and support over difficult bullying (victims and bullies)*
- *Tell us if your child is very reluctant to come to school.*