



Anti-Bullying Policy

December 2019

Ratified by Governors	December 2019
Signed - Headteacher	
Signed – Chair of Governors	
Next Review Date	December 2020

Beckley Church of England Primary School

Anti-Bullying Policy

Beckley Church of England Primary School with its Christian foundation seeks to develop all of its children spiritually, physically, intellectually and socially.

Rationale

At Beckley C of E Primary School we recognize that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognize bullying when it takes place and to deal with it effectively.

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying:

- **Emotional:** excluding from a group, tormenting, ridiculing, humiliating
- **Physical:** hitting, punching, pinching kicking or taking someone's belongings.
- **Verbal:** name-calling, insulting, Indirect bullying, through spreading stories about someone, threats, making fun of someone
- **Racist:** racial taunts, gestures, making fun of someone's culture or religion
- **Sexual:** unwanted physical contact, sexually abusive or sexist comments
- **Cyber:** sending offensive e-mails and texts

What bullying is not:

It is important to understand that bullying is not odd occasion 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.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at Beckley. We are committed to providing a caring, friendly and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.

- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- We wish to build the self-esteem of all pupils, especially bullies and victims.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behavior 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 their child’s education. Enquire how their day has gone, who they have spent time with etc.
- If they feel their child may be a victim of bullying behaviour, either in or out of school, inform the school. The complaint will be taken seriously and appropriate action will follow.
- If they feel a child has bullied their child, to please not approach that child in the playground or on their way home but inform the school immediately instead.
- It is important that parents do not advise their child to “fight back” or to repeat the bullies behavior as this will only make the situation worse. Advise them instead to tell the bully that you do not like what they are doing and to please stop it.
- Tell their child it is not their fault that they are being bullied.
- Reinforce the school policy on bullying and ensure their child is not afraid to ask for help.
- If they know their child is involved in bullying, to discuss the issues with them and inform the school. The matter will be dealt with appropriately.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at Beckley C of E Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of reported bullying need to be reported to the Class Teacher and the Headteacher.
- The Class teacher will speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Headteacher.

- The problem will be identified and possible solutions suggested
- Staff will attempt to adopt a problem solving approach through circle times and/or drama activities which will move children on from having them to justify their behaviour.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The bully (bullies) may be asked to genuinely apologize. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum.
- If possible, the pupils will be reconciled.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behavior.
- Parents will be informed and invited into the school for a meeting to discuss the problem
- Mediation meetings, which may include parents, will be used to help pupils resolve the issues and feel that justice has been restored.
- In serious cases, the incident will be recorded and kept on file.
- In repeated or serious cases the school may issue warnings and use the following sanctions: lunch time exclusion, internal exclusion, fixed term exclusion, permanent exclusion.

Strategies for the prevention and reduction of bullying:

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Regular PSCHE teaching following the agreed scheme of work
- Awareness through anti bullying assemblies
- Circle time
- Drama/role play activities
- Playground buddies for children who experience 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.