



Bearbrook Combined School and Pre-school

Anti-Bullying Policy

2020

Reviewed & Approved

Headteacher

Date: January 2020

Chair of Governors

Date: January 2020

Next Review

Date: January 2023



Anti - Bullying Policy

This policy is a working document which provides guidance and information on anti-bullying in the school for staff, parents/carers and governors. To be accessible to all of these groups the document is available on request from the school office.

Mission Statement:

At Bearbrook, we are committed to:

- Creating a vibrant, exciting school where children enjoy their education and make good progress in a stimulating environment
- Developing the whole child through their creativity and diversity
- Supporting our children to grow into confident, happy, independent life- long learners who can function as successful members of the community
- High expectations in terms of behaviour and attitude to learning.

Celebrating difference

We welcome children from a wide range of social, cultural, ethnic and religious backgrounds. Equality of opportunity and inclusion underpin all areas of learning, teaching and school life. Diversity is celebrated and our children are taught to recognise and respect the differences within our school community as well as similarities.

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

Statutory duties of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Scope of this policy and links to other policies

This policy includes:

- bullying of pupils by pupils within school
- bullying of and/or by pupils outside of school, where the school is aware of it
- bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy. This policy has links to the following school policies and procedures:

- Equality and diversity policy
- Behaviour policy
- Acceptable use policy (internet safety)
- Safeguarding (child protection) policy
- Complaints procedure

Definition of bullying

The Anti-bullying Alliance's (ABA) definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or through cyber space."

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

There are different types of bullying that can be experienced.

They include:

- Bullying and mental health
- General bullying
- Appearance related bullying
- Cyber bullying
- Disablist bullying
- Homophobic bullying
- Transgender bullying
- Race and faith targeted bullying
- Sexual and gender related bullying

Bullying can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, social media

Bearbrook Combined School and Pre-school recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying. Further details of our commitment to this can be found in our Equality and Diversity Policy.

Identifying and reporting concerns about bullying

- All concerns about bullying will be taken seriously and investigated thoroughly.
- Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.
- School teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.
- Pupils who are bullying others also need support to help them understand and change their behaviour.
- Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by

- talking to a member of staff of their choice
- contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

Responding to reports about bullying

School

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded on Behaviour Watch and a senior leader will be informed.
- The senior leader will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice
- Class Teachers will be kept informed and if it persists the class teacher will advise a senior leader.
- Parents and other relevant adults will be kept informed.

- Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken.
- Our Behaviour Policy will be referred to and restorative justice will be used.

Pupils and staff

Pupils and staff who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- providing reassurance that the bullying will be addressed
- offering continuous support
- restoring self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the pupil
- the use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Restorative conversations
- Detention
- Exclusion from certain areas of school premises
- Fixed-term exclusion
- Permanent exclusion

Parents

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their

child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

- Referral of the family to external support agencies will be made where appropriate.

Preventative measures

The school will:

- raise awareness of the nature of bullying through inclusion in PSHE, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives such as Anti-bullying Week.
- seek to develop links with the wider community that will support inclusive anti-bullying education.
- consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.