



Anti-Bullying Policy

Introduction

Bullying is action taken by one or more persons with the deliberate intention of hurting another person, e.g. physically, emotionally, psychologically, cyber or in any other way.

Bullying (including Cyber-bullying)

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation or disability

It takes many forms and can include:

- physical assault
- Teasing
- Making threats
- Name calling
- Ostracisation
- Cyberbullying - bullying via mobile phone or online (for example via text, email, social media or messaging apps)
- Racist, homophobic, religious, sexist, transphobic or disablist bullying

Aims and objectives

We aim to:

- Foster a culture of safety, kindness, respect and positive behaviour.
- Ensure all children can learn without fear or anxiety.
- Provide a consistent, whole-school response to all bullying incidents.
- Make our expectations and approach clear to pupils, parents/carers and staff.
- Develop pupils' digital literacy and online safety skills.

At Beechcroft we:

- Do not tolerate bullying
- Will never ignore bullying
- Record all instances of bullying on CPOMs
- Inform parents and carers either by telephone or in person
- Address every instance of bullying, in line with this policy, with each child or young person involved taking responsibility for his/her actions, apologising and agreeing to stop/change the behaviour causing concern
- Will support children and young people to develop age appropriate level e-literacy so that they are able to keep themselves safe online and report cyber-bullying.

Child on Child Abuse

We recognise that children are capable of abusing other children. We understand that the pupil who is perpetrating the abuse may also be at risk of harm. We will make every effort to ensure that the perpetrator is also treated as a victim and supported appropriately. Child on child abuse can include but is not limited to sexual harassment, sexting and sexual violence.

Sexual Harassment/Violence

Our school makes clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up.

- All incidents of sexual harassment or violence will be investigated.
- Will be reported to the safeguarding team.
- Staff will follow the safeguarding procedures set out in the safeguarding policy. (See Safeguarding Policy for further information)
- Parents/Carers will be informed.
- Additional teaching (Jigsaw, NSPCC resources such as the PANTS rule) will be provided to support understanding and prevent recurrence.
- Pastoral support for the parties involved

Further guidance is available in the school's Online Safety Policy which is available on request from the school and on the website.

Discriminatory language/incidents

Incidents involving racist, homophobic, sexist, transphobic or disability-related language or behaviour are unacceptable.

Such incidents:

- Must be dealt with in line with this policy.
- Must be recorded on CPOMS, including follow-up actions.
- Are treated as opportunities to educate children about respect, empathy and inclusion.

Further guidance is available in the school's Equalities Policy which is available on request from the school and on the school website.

The role of Governors

The Governing body supports the Headteacher in eliminating bullying from our school. The Governing body does not tolerate bullying in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher ensures that all children understand what bullying is and know that bullying is wrong and is unacceptable behaviour in this school. The Headteacher draws the attention of children to this at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as a forum in which to discuss with other children why this behaviour was wrong.

The Headteacher ensures all staff receive sufficient training to be equipped to deal with all incidents of bullying. There are several anti-bullying resource packs in school to help teachers deal with bullying.

The Headteacher sets the school climate of praise for success and support when things go wrong and so making bullying less likely. When children feel valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The Headteacher will report trends on any bullying to the Governing body.

The role of staff

Beechcroft Infants School is committed to safeguarding and promoting the welfare of all children.

Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. Staff keep records of severe or persistent incidents when necessary.

If we become aware of any bullying taking place between children, we deal with the issue immediately. This may involve counselling and support for both the victim and the perpetrator of the bullying. We continue to keep in touch with the parents/carers of the victim to ensure the child has adequate support to overcome the issue. 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, the Headteacher and the special needs co-ordinator are informed. We then invite the child's parents/carers 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.

Staff support all of the children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, whilst supporting children when things do not go as well, we aim to prevent incidents of bullying.

The role of Parents/Carers

Parents/carers, who are concerned that any child might be being bullied, or who suspect that any child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents/carers who have concerns about any child should contact the Headteacher.

Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. This is part of the partnership between home and school.

Monitoring and review

The content of this policy is monitored on a day-to-day basis by the Headteacher and all staff. The anti-bullying policy is the Governors' responsibility and they review it with the Headteacher.

This anti-bullying policy should be read in conjunction with other relevant policies:

- Safeguarding and Child Protection Policy and Procedure
- Online Safety
- Behaviour and discipline

Reviewed by the Governing Body Mar 26