ANTI-BULLYING POLICY

Review Date: July 2020

Review led by: Barr Beacon School
                Anti-Bullying Champions
                Miss L Lloyd (Deputy Head Teacher)
                Miss L Carr (Anti-Bullying Lead)

This policy __must__ be read in conjunction with
The Matrix's Child Safeguarding Policy, Behaviour Policy,
ICT Acceptable Use Policy, E-Safety Policy
and Equality and Diversity Policy.

1. AIMS

1.1 The aim of this policy is to provide a working document giving clear guidance to governors, staff, parents/ carers and pupils on strategies to prevent, reduce and respond to bullying, as well as how to work with the victims and perpetrators.

- To encourage and promote the 'telling school' ethos.
- To demonstrate that we take bullying very seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying within Barr Beacon School.
- To protect those who might be bullied.
- To demonstrate that the safety and happiness of all pupils are enhanced by dealing positively with bullying incidents.
- Preventing any repeat bullying incidents from reoccurring.

2. INTRODUCTION

2.1 We are committed to protect **all** members of our school community from being bullied by providing a **caring**, **friendly** and **safe** environment so that learning is completed in a relaxed and secure atmosphere. We are committed to creating a climate where bullying behaviour is not accepted by any member of our school community and is reported immediately.

2.2 Bullying is the wilful, conscious desire to hurt, threaten or frighten someone, usually repeated over time. Anti-bullying is when **everyone** in the school understands that bullying is unacceptable. **EVERYONE** has a part to play in order to **stop bullying**.

2.3 **We will not tolerate bullying of any kind**. We take bullying most seriously. Bullying can be from an individual, or from a group, but the motive is usually to upset. We strongly encourage respect for others through the use of excellent manners, acceptance of differences and having the ability to work alongside all people. We encourage good behaviour and respect for everyone, regardless of race, gender, sexual orientation, disability, religion or belief.

2.4 **We are a TELLING school**. This means that anyone who is aware of bullying should report it immediately. We are also a **LISTENING** school and we are committed to **listen** to pupils, parents / carers and staff who report issues of bullying and to **investigate** their concerns most seriously.

2.5 What is Bullying?

2.6 We define bullying as the behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally.

2.7 Bullying can be:

- **Emotional**: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical**: pushing, kicking, hitting or using violence.
- **Racist**: racial taunts, inappropriate jokes, graffiti and gestures.
- **Sexual**: unwanted physical contact or sexually abusive comments / gender based violence / sexual harassment.
- **Homophobic/Biphobic**: discriminating against someone because of their sexual orientation.
- **Verbal**: name-calling, sarcasm, spreading rumours and teasing.
- **Cyber**: all areas of social media, such as posting threatening or personal comments / images / videos about someone.
- **Transphobic**: founded on gender identity.
- This list is not exhaustive.

3. ROLES AND RESPONSIBILITIES

3.1 Creating a safe environment is essential for effective learning and ensures that all pupils' rights to a positive experience are met. Expectations of appropriate pupil behaviour must be made explicit. This requires a '**whole' school approach** which aims to develop a shared awareness and understanding so that a consistent approach to tackling bullying is taken. All members of the school community share the responsibility for preventing and stopping bullying.

3.2 The Headteacher will:

- Disseminate the policy to the whole school community via a link on the school website.
- Implement the policy effectively.
- Train staff and raise awareness.
- Monitor, review and evaluate the effectiveness of the policy.
- Report to the governors on request.
- Liaise with the Local Authority and Matrix Trust to ensure that best practice is shared effectively.

3.3 Governors will:

- Support the Headteacher.
- Help to build positive and supportive relationships with parents through mutual understanding and trust.
- Liaise with the Local Authority to ensure that the best advice is available and that the school policy is in line with both National and Local guidelines.

3.4 Staff will:

- Take all reports of bullying seriously and respond to each incident accordingly.
- Inform the Head of House of any concerns/incidents regarding bullying and any actions taken.
- Head of House will take appropriate action of any intervention/prevention strategies /programmes which involve Success Centre programmes to support both the victim and perpetrator.
- Log all bullying incidents on pupil file/bullying logs.

3.5 Pupils will:

- Take responsibility for their own behaviour and actions and treat one another with mutual respect and kindness.
- Report any incidents of bullying to their Head of House / Form Tutor / Prefect /Anti-Bullying Champions / Parent / Carer.
- Report any incidents that have occurred over social media sites.

3.6 Parents will:

- Inform school of concerns raised by their child.
- Support key messages being given to their child and where appropriate attend meetings and contribute in a positive way.
- Monitor their child's use of social media regularly if their child uses social media.
- Expect that all reports of bullying will be dealt with, even if it is requested that the school do not do so, due to our duty of care. Every incident will be dealt with sensitively and anonymously where required.

3.7 The Anti-Bullying Champions will:

- Raise awareness of all aspects of bullying such as emotional, physical, racist, sexual, homophobic, biophic, transphobic, verbal and cyber through activities / events / media and assemblies.
- Meet regularly to discuss bullying concerns and implement strategies on how to deal with them.
- Act as a voice for all pupils.
- Plan and deliver assemblies.
- Review anti-bullying policies.
- Encourage new ideas.
- Report any incidents of bullying that they are aware of.
- Provide support for victims and perpetrators.
- Liaise with feeder primary schools where necessary.
- Create and deliver PSHE lessons on anti-bullying issues for anti-bullying week.
- Create surveys for pupils to complete to monitor all aspects of bullying.

4. Bullying outside of school

4.1 If the school becomes aware of any bullying issues outside of school, during term time or school holidays, the school will encourage pupils and parents to contact relevant agencies i.e. Police, Children's Services and CEOP (Child Exploitation and Online Protection).

4.2 The School **may** discipline a pupil in accordance to our own Behaviour and Safeguarding Policies, if the misbehaviour poses a risk to a pupil and the reputation of the School.

BARR BEACON IS A "TELLING SCHOOL"

5. What to do if you are being bullied or see someone being bullied

5.1 Who can you tell?

- Head of House

- Form Tutor

- Leadership

- Teacher

- Learning Support Assistant

- Parents / Carer

- Anti-Bullying Champion

- Prefect

- A friend

- Contact any of the organisations linked to bullying below

- Any member of staff

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6. Associated Organisations

Childline	08001111 www.childline.org.uk
KIDSCAPE	02077303300 / Parents Line 08451205204
Family Lives	08088002222
Bullying UK	www.bullying.co.uk
Kidscape	www.kidscape.org.uk
Bully Free Zone	www.bullyfreezone.co.uk
Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
Samaritans	www.samaritans.org/how-we-can-help-you/contact-us
Stonewall	www.stonewall.org.uk
	Resources available for PSHE from Stonewall
Kooth	www.kooth.com

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7. EFFECTIVE STRATEGIES TO PREVENT BULLYING

7.1 At Barr Beacon School, we have a range of interventions in order to support the victim and educate the perpetrator. We acknowledge that all children can make mistakes and we are committed to working with our pupils in order to prevent and stop bullying.

- Anti-Bullying Champions in each tutor group.
- Investigating all allegations of bullying with or without parental consent.
- Assemblies.
- PSHE programme.
- Media campaigns - designed and edited by pupils.
- Raising awareness about bullying during Anti-Bullying Week and throughout the academic year.
- Class discussions and role plays.
- Success Centre Programmes for pupils. (e.g. Self Esteem, Behaviour Modification).
- E-Safety Policy and awareness programmes.
- Counselling.
- Mediation.

- Buddy Scheme organised by Heads of House.
- Staff training in safeguarding training.
- Newly Qualified Teacher programme covers behaviour management, scenarios and the role of the Form Tutor.
- Home School Agreement.
- Behaviour Policy.
- Safeguarding Policy
- Uniform Policy.
- Prefect System / Prefect support at break times within the Success Centre.
- Progress Mentor support.
- School Council Representative in every tutor group.
- Digital Leader in each Key Stage.

8. RESPONSES TO BULLYING

8.1 Sanctions may include:

- Withdrawal from lessons.
- Mediation between victim and perpetrator.
- Parental Meetings.
- Parents informed about behaviour of their child.
- Outside agencies informed to support where appropriate.
- Detention.
- Isolation.
- Fixed-term exclusion or permanent exclusion.
- Report cards (Form Tutor / Head of House / Leadership)
- Behaviour impositions.

(NB: This list is not exhaustive)

8.2 Working with Victims

- Time Out cards / Early Leave cards.
- Counselling.
- Mediation.
- Success Centre programmes.
- Parental support and involvement.
- Peer mentoring by Prefect / Progress Mentor.

(NB: This list is not exhaustive)

8.3 Working with the Perpetrator

- Education of their actions.
- Counselling.
- Mediation.
- Behaviour Management programme.
- Managing emotions programme.
- Parental support and involvement.
- Peer mentoring by Prefect / Progress Mentor.

(NB: This list is not exhaustive)

Anti-Bullying Champions Contact: Miss L Carr (Anti-Bullying Lead).

Please note: *This Policy has been written in conjunction with the Behaviour, E-Safety, and Child Safeguarding Policies and can be found on the Barr Beacon School website and on the shared area for staff.*