ANTI-BULLYING POLICY

Produced by: Mrs L. M Gattward

Approved by Leadership Team on: 9th May 2019

Approved by L&D Committee on: 15th May 2019

Approved by Full Governing Body:

Chair: Mr A Harrison
Date: 26th June 2019

Signature: ___________________________

Next Review Date: May 2020

ALL POLICIES CAN BE VIEWED ON ONE DRIVE OR A COPY CAN BE REQUESTED BY EMAILING office@beaconsfield.school.
1.0 **Purpose/Background**

1.1 The Beaconsfield School aims to ensure that all members of the school community feel welcome, safe and happy and so are able to learn and make progress. Bullying of any kind prevents this happening. Bullying makes people feel unsafe.

1.2 As a school, we take bullying seriously. Students, parents and carers should understand that reporting bullying is essential, and be assured that the school will support them fully whenever bullying is reported. It is the responsibility of all members of the school community to implement the Anti-Bullying Policy.

2.0 **Policy Objectives**

- To build an anti-bullying ethos in the school.
- To ensure all staff, students and parents and carers have a clear understanding of what bullying behaviour is.
- To ensure all governors and staff know and understand the school policy on bullying and follow it when bullying is suspected or reported.
- To ensure that all students, parents and carers know the school policy on bullying and feel confident to activate the anti-bullying systems.
- To challenge attitudes about bullying behaviour.
- To increase understanding of support systems for students who are bullied.

2.1 **Students in or on the way to The Beaconsfield School are entitled:**

- To feel safe and not to be made unhappy by others.
- Not to be frightened by others.
- Not to be touched.
- Not to be teased about race, religion, disability, social class, gender, personal differences, performance at school or any other matter.
- Not to be made unhappy by unpleasant notes, letters, text messages, e-mails, phone calls, any form of gossip, or by any other means.

3.0 **Practice and Procedures**

3.1 **Definition of Bullying**

3.1.1 The definition of bullying at The Beaconsfield School is repeated behaviour which makes other people feel uncomfortable. Bullying is deliberately hurtful behaviour. It can be a one-off incident, but more commonly it is repeated over a period of time. It can be carried out by individuals, or by groups. It can be emotional, physical, racist, sexual, verbal, homophobic or a combination of these in nature. It can take the form of name-calling, threatened violence, actual violence, intimidation, isolation, ridicule, or other action such as spreading unpleasant stories and gossip, sending text messages, e-mailing and telephoning. All bullying is designed to make the victim feel threatened, humiliated and unsafe.

3.1.2 Not all negative interactions between students can be characterised as bullying and the school works hard to ensure that students understand the differences between bullying and ‘falling out’ or arguing.

3.1.3 “Inciting or adding to a situation”

Where a student is found to be orchestrating a situation or winding other students up to the point where a confrontation takes place the school will take a very strong stance. For example, gossiping, spreading rumours, acting as a go-between or messenger teasing and daring or cyber-bullying. Such manipulative and anti-social behaviour will not be tolerated.
3.2 Signs of bullying might be:

- **Physical**: bruises, scratches, cuts, damaged clothes.
- **Health**: loss of appetite, stomach-aches, headaches, soiling/bedwetting.
- **Emotional**: unwillingness to go to school, withdrawn or secretive behaviour, unhappiness, unusual shows of temper, refusal to speak about problems, high levels of anxiety.
- **Change of routine**: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, lost or missing belongings.
- **Academic**: concentration difficulties, damage to work, missing work.

4.0 Preventing Bullying

4.1 Prevention is better than cure.

[https://www.beaconsfield.bucks.sch.uk/page/?title=Pastoral+Safety&pid=269](https://www.beaconsfield.bucks.sch.uk/page/?title=Pastoral+Safety&pid=269)

At The Beaconsfield School everyone is vigilant for signs of bullying and always takes reports of bullying incidents seriously. We use the curriculum to reinforce the ethos of the school and to help students develop strategies to combat bullying behaviour. All students contribute to a kindness pledge at the beginning of the academic year, demonstrating their understanding and commitment. In addition a class montage is produced demonstrating as a community we stand together against bullying.

4.2 We make sure that students understand that they must report any incidence of bullying to an adult and that, when another student tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff. Students can report incidents anonymously through the school website.

5.0 Reporting Bullying

5.1 Students who are bullied, who witness bullying or who have even participated in bullying, should feel confident to report it to any member of the school staff whom they trust enough to tell. Each incident will be dealt with on its merits, but all reported incidents of bullying will be taken seriously and investigated.

5.2 Students are able to drop any concerns they have in writing into the post boxes at reception or finance which are checked daily. Alternatively they are able to email confide@beaconsfield.school where a senior member of staff will respond.

5.3 Incidents will be recorded. The year leader of the student who has been bullied will be responsible for this which shows where action has been taken, this is held centrally. Students will be asked to write a report themselves. In order to ensure effective monitoring of bullying behaviour and to facilitate co-ordinated action to prevent it, all proven incidences of bullying will be reported to the Headteacher. If the bullying has a racist element, then it will also be treated as a racial incident.

6.0 Responding to Bullying

6.1 When an incident of bullying is discovered, staff will discuss issues relating to the incident with the students involved, in a way suitable to their age and level of understanding. We try to make use of the problem-solving approach. Each student will be given an opportunity to talk and the discussion will remain focused on finding a solution to the problem and preventing any recurrence of the bullying. Students who have been bullied will receive appropriate support, including help from external agencies, where needed. Students who have bullied will be offered help or counselling, and may be placed on a behaviour contract.
7.0 If bullying persists, one or a combination of the following actions will be taken:
- A report will be made and filed in the student’s personal record.
- Mentors will be informed.
- Existing disciplinary sanctions will be used. Initially the inclusion room.
- Parents or carers will be contacted to discuss the issues. They will be given feedback on progress in dealing with the incident. Additional external help may be sought. Exclusion from the school – this is dependent on the severity and/or persistence of the bullying and will be a last resort.
- The school will use its right to Permanently Exclude if there is evidence of consistent bullying.

7.1 A programme of mentor sessions/assemblies focusing on bullying is delivered to all year groups.

8.0 Involvement of parents and carers
8.1 The parents or carers of students who bully and those who have been bullied will be informed of the incident and will be asked to support strategies proposed to tackle the problem.

8.2 Students who bully will be helped to understand the pain this causes to others and reminded of the possible consequences of bullying. The sanctions for repeated incidents will be explained clearly to them. Support will be agreed to ensure they do not repeat bullying behaviours and their behaviour may be monitored. Parents and carers will be involved in ensuring that the monitoring process runs smoothly, and in all other decisions designed to reduce bullying behaviour.

8.3 Parents and carers are reminded regularly, through letters and newsletters, that their children must tell someone if they experience bullying. If students keep information from the school, or from their parents or carers, the problem is unlikely to be solved and the period of suffering will be prolonged. The Beaconsfield School believes that even one case of bullying is a case too many, and we know it is essential to keep this policy under continual review.

9.0 Information for Students
9.1 This information is in the student planner, posted on notice boards and around school.
9.2 If you are bullied:
- Remember that it is not your fault. Nobody deserves to be bullied.
- Try to stay in a friendly group.
- Try to be confident even if you do not feel it, but remember walking away is not cowardly.
- If you are worried or frightened, you can go to the year leader’s office at lunchtime.
- Keep a diary recording what happened, when, where, and with whom.
- If the bullying involves text messaging or the use of social networking sites, then make sure you keep a copy of the transcript.

9.3 Who you should tell:
- Your Mentor.
- Your Year Leader.
- Any member of staff you feel happy to talk to, or feel you can trust.
- Your parent, carer or anyone at home.
- Your friend, if this helps.
- In an emergency tell the nearest adult.

9.4 When to tell:
- If you are afraid – report the bullying as soon as you can.
- If possible, report the bullying when you are not in lessons – before school, at break, at lunchtime or after school. Staff will make time to listen to you.
9.5 **Important!**
- It does not help to keep the problem to yourself. You need support, and students who bully need help so that they can change their behaviour.
- The problems are unlikely to go away if you ignore them, and they could get worse.
- Take a friend with you if you are worried about telling someone – your friend may help you do this.
- Staff will listen to you in confidence as far as they can, but you must be aware that they may have to pass on certain information to get you the help you need. They will always tell you what they are going to do.

10.0 **Monitoring, Evaluation and Review**
10.1 The policy has been developed in line with advice from the Local Education Authority and the DfE guidance contained in *Don’t Suffer in Silence*.
10.2 Monitoring and evaluation of this policy forms a regular part of our self-review process.