



Beamish and Pelton Federation

Anti-Bullying Policy and Guidelines

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Policy

Purpose

The purpose of this policy is to raise awareness among teachers, support staff, governors, parents and pupils, and other interested parties, that bullying can have serious short and long term effects of individuals, families and schools, and to develop procedures for dealing with bullying.

Introduction

Bullying occurs in all schools and outside school and it occurs in adult life, irrespective of age, gender, socio-economic group, upbringing or age. Bullying behaviour may be:

- Libel - passing nasty notes;
 - Slander - name calling, telling tales;
 - GBH - being beaten up;
 - Extortion - taking bus-fare, dinner money etc;
 - Blackmail - threats.
- Cyberbullying
Social Media bullying
Race or religion.
Disabilities.
Sexual orientation.

Definition

Bullying may be defined as the abuse of power by an individual or group in relation to another individual or group; it may be physical, sexual, verbal, or psychological in nature. It may occur frequently or infrequently, regularly or irregularly but it should always be taken seriously even if it has only occurred on one occasion.

Children's Definition

Bullying is physically, verbally and mentally hurting people. This has to happen continuously, over a period of time, on purpose.

Aims

1. To make parents, staff governors, pupils and other interested parties aware that bullying is viewed seriously and that each individual in the school community has an important role to play in dealing with bullying;
2. To create a positive ethos in which children know that they will be listened to and encouraged to tell, and in which the concerns of the individual are taken seriously and dealt with appropriately;
3. To provide clearly defined procedures for dealing with bullying and ensuring that these are understood by staff, pupils and parents, so that they know what to do if there is a problem.
4. To teach children strategies for coping.

Objectives

The Federation of Beamish and Pelton Schools discourages bullying by:

1. teaching pupils to deflect, avoid or confront aggressors;
2. having consistency amongst all staff but also allowing teachers to use their professional discretion when dealing with incidents in line with policies agreed by the school;
3. making opportunities to discuss bullying generally and reinforce the fact that bullying is not acceptable behaviour;
4. following the Behaviour policy which gives clear expectations and allow children to discuss behaviour on a regular basis.

Guidelines

These guidelines are based on three important issues:

1. We cannot expect children and young people to draw attention to bullying when it happens - the adults must accept responsibility and take steps to make sure that they are aware of what is going on.
2. It is up to all adults within an organisation to take bullying seriously and do something about it.

3. Adults must be a positive role-model in the way they treat other adults, children and young people. Their own behaviour must not be seen to encourage bullying.
4. Any incidents of bullying must be recorded on the register and details completed on the anti-bullying form.

Children may display the following characteristics:

- not wanting to go out to play;
- significant behaviour change;
- change in work;
- the child is isolated;
- the child suffers from phantom or real illness;
- the child refuses, or is reluctant to come to school;
- the child clings to the bullies or hangs around with them;
- the child is tearful;
- bruising on the child;
- absences from school, authorised or unauthorised;
- attention seeking behaviour;
- whinging;
- possessions go missing;
- parents hanging around or anxious;
- running away;
- bullying
- telling secrets;
- wanting to tell you about a friend;
- being slow to finish lunch;
- babyish behaviour;
- bed-wetting;
- remaining close to teacher or supervisor.

Immediate Action

- Listen to the child;
- Reassure the child that their immediate safety and well-being will be attended to;
- Keep calm - avoid confrontation;
- Investigate incidents;
- Record all incidents;
- Ascertain the severity of the problem;
- Take sanctions, if appropriate in line with school policy;
- Use internal referral system CPOMS;
- Complete register and record on Anti bullying form.
- Inform the involved parties of the action taken, with a time-scale;

- Review at a later stage;
- Inform parents if necessary and invite in to discuss problem.

Preventative Action

- Review policy regularly;
- Use PSHCE and assemblies to publicise the school ethos;
- Take active steps to promote the development of self-esteem;
- Publicise the school's Anti Bullying Policy through the use of the Restorative Approach.
- Long term anti bullying lessons.
- Focus group to address issues - parents, teachers, pupils SMT.
- Questionnaires for staff, pupils and parents.

It must be realised that instant solutions cannot always be found, but every effort will be made to reach an outcome as soon as possible.

The situation will be monitored as required.

Reporting

Class teacher
 Δ
 Share with parents
 Δ
 Involve Behaviour lead
 Δ
 Meetings with parents and child with class teacher and behaviour lead.
 Δ
 Involve head teacher.
 Δ
 Contact outside agencies if necessary for support.

Consequences

We use the restorative approach and our behaviour policy states any consequences that would be appropriate.