

Beaver Road Primary School

The aim of our Anti-Bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. 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.

Bullying is defined as:

deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in 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. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

What Bullying is Not

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management. There are three socially unpleasant situations that are often confused with bullying:

- Mutual conflict

In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.

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- Social rejection or dislike

Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.

- Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation

- Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied.

- Nastiness or physical aggression that is directed towards many different students is not the same as bullying. However, since the School has a duty of care to provide a student with a safe and supportive School environment, single episodes of nastiness or physical aggression should not be ignored or condoned.

Statutory duty of schools

Headteachers 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.

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Implementation

Our School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached
- A clear account of the incident recorded and given to the Headteacher or Deputy Headteacher
- Headteacher or Deputy Headteacher interviews all concerned and will record the incident
- Class teachers kept informed and monitoring the situation
- Peer group informed of the situation
- Parents kept informed
- Punitive measures used as appropriate and in consultation with all parties concerned

Our Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their Class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence
- peer group engaged in positive action

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and necessity to change
- informing parents or guardians to help change the attitude of the pupil

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The following disciplinary steps can be taken:

- warnings to cease offending
- a letter home to parents or carers
- detention (e.g. missing playtime or lunchtime)
- exclusion from certain areas of School premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum our School will raise the awareness of the nature of bullying through inclusion in class teaching time, assemblies, and circle times in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

Our School will review this Policy annually and assess its implementation and effectiveness.

The Policy will be promoted and implemented throughout the School.