



# Beaumont Primary School Anti Bullying Policy



## **Definition of Bullying (Please also refer to the Cyber-Bullying policy)**

Bullying is repeated aggression, verbal, psychological or physical conducted by an individual or group against others. A pupil is being bullied or picked on, when another pupil or group of pupils say nasty or unpleasant things to him or her on repeated occasions. It is also bullying when a pupil is physically hit, kicked, threatened, sent nasty notes or when no-one talks to him/her. Bullying is a purposeful and repeated action conducted by an individual or group of individuals and is directed against an individual.

## **Principles**

At Beaumont Primary School, staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

**Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested parties.**

## **Aims of the Policy**

1. To minimise incidents of bullying at Beaumont.
2. To create pupils who are confident in dealing with the problem should it arise.
3. To create school ethos which encourages children to disclose and discuss incidences of bullying behaviour.
4. To raise awareness of bullying as a form of unacceptable behaviour with school management teachers, pupils, parents/guardians.
5. To develop procedures for noting and reporting incidents of bullying behaviour.
6. To develop procedures for investigating and dealing with bullying behaviour.
7. To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.

## **School Strategies to minimise Bullying**

- Parents and school work together to promote a caring community by promoting our Three Basic Rights:
  1. The Right to Learn
  2. The Right to Be Safe
  3. The Right to be Respected

- Strategies to deal with bullying are an important part of our PSHCE curriculum and anti bullying strategies are highlighted and discussed in assemblies, circle time and e-safety lessons etc...
- Children are taught to understand the definition of bullying through the anachronism STOP – **Several Times On Purpose.**
- Children are given the opportunity to discuss issues surrounding bullying during circle time.
- Children are taught anger management and avoidance strategies through our PSHCE curriculum.
- A discussion will take place for children to discuss the impact the bullying has had on them.
- Children are encouraged to report any incident which they consider to be bullying, to the nearest responsible adult – teacher, teaching assistant, mid-day supervisor, admin staff, caretaking, cleaning staff or parent helper. They are also encouraged to talk to their parents about anything that they are concerned about.
- Parents can support and promote a “non-violent” policy within their homes and in their community.
- Parents can ensure that their child’s concerns are listened to and reported to the school immediately, so that we can take appropriate action.
- All information will be recorded on the CPOMs system.

### **Procedure for dealing with reported incidents of bullying**

#### **All Staff Responsibilities**

Staff will take a calm, unemotional, problem-solving approach when dealing with incidents of bullying behaviour reported by pupils, staff or parents/carers. In any incident of bullying, the class teacher will take initial responsibility so any such incident should initially be reported to him or her.

#### **Class Teacher Responsibilities**

The class teacher will speak separately to the pupils involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and with due regard to the rights of all the pupils concerned. Pupils who are not directly involved can also provide useful information in this way.

1. When investigating incidents of bullying behaviour, the teacher will seek answers to questions of what, where, when, who and why, in a calm, non-aggressive manner they will also discuss the impact the behaviour has had.
2. If a group is involved, each member will be interviewed individually and then the individuals are met as a group. Each member will be asked for his/her account of what happened to ensure that everyone is clear about what everyone else has said. Other pupils may also be interviewed to get a clearer picture. A record of this should be kept on CPOMs.
3. Incidents of one off aggression will be dealt with according to the schools Behaviour Policy. If it is concluded that a pupil has been engaged in bullying behaviour, it will be made clear to him/her to see the situation from the victim’s point of view.
4. Teachers who are investigating cases of bullying, will keep a written record of their discussions with those involved on CPOMS. It may also be appropriate or helpful to ask those involved to write down their account of the incident. Class teachers or senior teachers must also log their account of the incident on CPOMS.

5. In cases where it has been determined that bullying has occurred, the Head teacher will be notified.

### **Head Teacher Responsibilities**

6. When it has been determined that bullying has occurred, the head teacher will arrange to meet with the parents or carers of the two parties involved as appropriate to (a) explain actions being taken and the reasons for them, (b) discuss ways in which they can reinforce or support the actions taken by the school.
7. Separate follow-up meetings, with the two parties involved may be arranged, with a view to possibly bringing them together at a later date if the victim is ready and agreeable. This can have a therapeutic effect. The Head Teacher will keep a record of this on CPOMS.
8. Support meetings may also be put in place for the bully to raise his/her self esteem and develop awareness of his/her victim's perceptions.

### **Parent/Carer Responsibilities**

9. Listen to the child's report of the incident.
10. Take notes of names of perpetrators, incident and possible witnesses.
11. Contact school as soon as possible, by phone, fax, and email or in person and pass the information to either the class teacher or a member of the SLT.
12. On receipt of this information the class teacher will investigate the incident, talking to all children involved, to establish the contexts and frequency of reported incidents and following the school's policy. When the incident has been fully investigated the class teacher or member of the Senior Leadership Team will report back to the parent or carer.

### **Sanctions for Bullying Behaviours**

- Where incidents are deemed to involve bullying the parents of perpetrators will be contacted within one day of the incident.
- Perpetrators will go straight to a red card (using the good to be green behavior system.) Should a child re-offend by deliberately bullying, temporary exclusion from school will be considered by the head teacher.
- Children who perpetrate frequent acts of bullying may be in need of support from external agencies e.g. Behaviour Support Team; Educational Psychologist, etc... Following discussion with parents, the appropriate referral to external agencies would be made through the Early help process.
- Children who frequently report acts of bullying against themselves may be in need of support from external agencies.

This policy was developed by the staff in consultation with members of the school council and the Governing Body. The school also has a separate Cyber-Bullying and Positive Behaviour Policy.

**Agreed February 2021.**