



Beaumont Lodge

PRIMARY SCHOOL

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Beaumont Lodge Primary School ANTI-BULLYING POLICY

Key Contact Personnel

Designated Safeguarding Lead (s) (DSLs):

Mrs D Solla, Mrs B Kazi, Mrs V Smith

Named Governor with lead responsibility:

Mr G Short

Date written:

October 2022

Date agreed and ratified by Governing Body/Trust/Committee:

October 2022

Date of next review:

October 2023

This policy will be reviewed at least annually, and following any concerns and/or updates to national/local guidance or procedures



**Beaumont Lodge Primary School
ANTI-BULLYING POLICY**

Beaumont Lodge Primary School recognizes that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

Aims

At Beaumont Lodge Primary School we believe that all people have the right to come to school without the fear of being bullied. If bullying does occur, all pupils should be able to tell someone and know that the incident will be dealt with promptly and effectively. Everyone in the school community has a responsibility to report bullying and bystander behaviour will not be tolerated. Anyone who knows that bullying is happening must report it to the staff. We will respond to all forms of bullying that we are aware of. Bullying is never acceptable. This policy applies to all staff, governors, pupils and visitors to the school.

Definition - What is bullying?

Bullying is not usually an isolated incident and involves a pattern of behaviour. It is usually a repeated act carried out with intent. The Leicester City LA definition of bullying is “*A physical, psychological or verbal attack against an individual or group of individuals by a person, or group of persons, causing physical or psychological harm to the victim.*” Another definition of bullying defines it as “*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*” (DfE “Preventing and Tackling Bullying”, July 2017)

Everyone at Beaumont Lodge Primary School is made aware of the STOP message through PSHE lessons and assemblies:

Several
Times
On
Purpose

Start
Telling
Other
People

Helping Hand – 5 people to tell:
Our friends
Our teacher
Adults at school
Adults we know
Parents or carer

Bullying can be:

Emotional: Repeatedly being unfriendly, excluding, teasing (e.g. hiding or throwing equipment) or threatening.
Physical: Pushing, kicking, hitting, punching or any repeated use of violence.
Verbal: Repeated name-calling, sarcasm, spreading rumours, teasing

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith ▪ Bullying related to ethnicity, nationality or culture.
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)
- Bystander

Bullying Outside of the School

Beaumont Lodge Primary School expects all of its pupils to behave in an acceptable manner. Conduct that threatens the health and safety of pupils, staff or members of the community will not be tolerated. The Head teacher has the power to regulate the behaviour of pupils off site:

a) Bullying on School trips and at clubs off-site

When out of school for trip/activities/clubs members of staff should follow school policies and procedures to safeguard and protect the children, as we would do in school.

b) Bullying of a pupil by other pupils from Beaumont Lodge Primary School in the community.

Parents or members of the community should report bullying behaviour to the Head teacher. The Head teacher will consider the evidence available and if the claim is proven will impose sanctions in line with the school's general behaviour policy.

If the behaviour is considered serious and an offence may have occurred the head teacher will refer the incident to the local community police officer (or Youth Offending Team).

c) Bullying of a pupil by a pupil from another school

The Head teacher will report the incident to the Head teacher of the school involved and inform the local community officer if the incident is serious.

d) Bullying of a member of staff

All staff have the same rights of protection from bullying and intimidation as any citizen in a public place. They can report the matter to the police and also the head teacher who will apply disciplinary sanctions in line with the school's behaviour policy. This is equally true for both direct and indirect bullying (e.g. cyber bullying out of school via intimidating or abusive texts or e mails).

Signs of bullying

Children

A child may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate other problems especially when new to the school, but bullying should be considered as a possibility and should be investigated. Adults should be aware of these possible signs and that they should investigate if a child:

- ❖ Becomes frightened of walking to or from school or changes their normal route to school
- ❖ Is unwilling to go to school
- ❖ Is more often absent from or late to school
- ❖ Becomes withdrawn, anxious or lacking in confidence
- ❖ Starts stammering
- ❖ Attempts or threatens suicide or runs away
- ❖ Cries to sleep at night or has nightmares
- ❖ Shows a pattern of minor ailments
- ❖ Begins to do less well in school work
- ❖ Comes home with clothes torn or books damaged
- ❖ Asks for money or starts to steal
- ❖ Has unexplained cuts and bruises
- ❖ Becomes aggressive, disruptive or unreasonable
- ❖ Is bullying other children or brothers and sisters
- ❖ Shows a change of eating pattern without reason
- ❖ Becomes distressed, anxious or stops eating
- ❖ Is frightened to say what's wrong
- ❖ Gives improbable excuses for any of the above

Adults

Employees of the school need to be aware that bullying is a high profile issue and must be taken seriously. Training will be provided to ensure all staff are aware of how to deal with bullying and follow school procedures. This policy will be publicised to staff, parents and pupils annually, usually alongside the Behaviour policy, to ensure the systems are effective. It will be reviewed thoroughly.

Adults may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated. Other adults should be aware of these possible signs and that they should investigate if an adult shows:

- ❖ Significant changes in normal behaviour or attitude
- ❖ Upset
- ❖ Anger
- ❖ Being withdrawn

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- ❖ Quietness
- ❖ Depression
- ❖ Appearing frightened or subdued in the presence of particular people
- ❖ Unexplained illness
- ❖ Claims of feeling unwell
- ❖ Sleepless nights

Procedures for parents

If you think that your child is being bullied, reassure them of your support and contact your child's class teacher or the head teacher straightaway by phone, note or in person.

If your child will talk to you about the bullying write the information down and try to include details such as the name of the bully/bullies, any witnesses, and the time and place of each and every incident and pass this on to your child's teacher or the head teacher. We will then be able to gain a clearer picture by talking to everyone involved as soon as possible after the incident.

Procedures for children

1. TELL SOMEONE; report incidents of bullying to any member of staff or another child who can tell staff or via the school website (use the anti-bullying link on the children's tab)
2. The bully/bullies will be talked to
3. In serious cases parents will be told and will be asked to come into a meeting to discuss the problems
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully/bullies change their behaviour.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.

- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The incident will be reported using the school reporting system (CPOMs).
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Designated Safeguarding Lead (DSL) or a Deputy DSL will interview all parties involved.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken onto CPOMs.

Supporting pupils

❖ *Pupils who have been bullied will be supported by:*

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Use of restorative practice with pupils involved.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.

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- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

❖ *Pupils who have perpetrated bullying will be helped by:*

- Discussing what happened, establishing the concern and the need to change. Informing parents/carers to help change the attitude and behaviour of the child. Providing appropriate education and support regarding their behaviour or actions. If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

❖ *Adults who have been bullied or affected will be supported by:*

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead or deputy DSL.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

❖ *Adults who have perpetrated the bullying will be helped by:*

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.

- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Prevention Strategies

We are committed to creating an anti-bullying ethos and positive learning environment where all children and adults feel safe, valued and able to thrive and reach their full potential.

We will be proactive in preventing bullying. We recognize that a range of strategies may be necessary to address bullying depending on the circumstances and the age and ability of the children involved.

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.

- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, online.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum such as PSHE lessons and other activities, such as: through displays, assemblies, peer support, the school council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmama.org.uk
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational

LGBT

- Barnardo's LGBT Hub:
www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk o A Guide for Schools:

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www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying