



# North Beckton's Anti-Bullying Policy

## February 2021

**We All Belong: With resilience and respect,  
we are all determined to succeed.**

**Approved by:**

**Date:**

**Last reviewed on:** Feb 2021

**Next review due by:**

**SLT Lead:** Michelle Ojo



## **Anti-Bullying Policy as part of our Positive Relationships Policy**

**February 2021**

### **Purpose**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. At North Beckton Primary School bullying is recognised as anti-social behaviour that affects, not just the victim, but everyone. This applies to bullying in any of its various forms: bullying from anybody and bullying directed towards anybody in any capacity, including school staff. At North Beckton we are committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a relaxed and secure atmosphere

### **The Nature of Bullying**

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time, when it is difficult for those being bullied to defend or protect themselves. Three main types of bullying are commonly recognised:

- physical (e.g. hitting, kicking, theft, vandalism, intentional damage towards other people's property);
- verbal (e.g. name calling: racist, sexist or homophobic remarks or disparaging remarks concerning S.E.N., personal disabilities, or home circumstances);
- indirect (e.g. spreading rumours, excluding someone from social groups, cyber bullying via e.g. mobile phones, or computers and other misuses of technology).

### **Developing an 'Anti – Bullying' School**

All staff and pupils must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. The school's ethos of 'We All Belong' is testament to how strongly the stance against bullying is taken and the rules under this ethos reflect the importance the school places on addressing this issue.

Parents must be informed about what is happening at school and have the opportunity to discuss any bullying incidents with the pastoral team, class teacher or member of the Senior Management Team; this applies to the pupil being bullied or the pupil who has bullied, and any relevant bystanders who are seen to actively encourage the bullying.

The use of Vulnerable Children's Meetings and our online Safeguarding System are used to monitor bullying incidents and professionals then decide on strategies and key-workers to support all children involved in bullying incidents.

### **Pupil who have been bullied**

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, a lack of concentration or, in extreme cases, truanting from school. Staff are trained to be alert and recognise and report these signs. The Pastoral Team works with the class teacher and Parents/ Carers in delivering a programme of support for the victims.

### **Pupils who have bullied**

We follow the Behaviour Policy for dealing with negative behaviour; the child might be sent to Restart or put on report.

The bully, or potential bully, may also be experiencing problems which are a cause of his/her anti-social behaviour. Staff must be alert for behaviour or comments which may highlight that the child needs help in dealing with concerns. Again, The Pastoral Team works with the class teacher and Parents/ Carers in delivering a programme of support for the bully.

### **Teaching about bullying/respectful relationships**

It is important to raise awareness of the nature of bullying and teach children how to respond if they are involved in, or witness, an incident of bullying. It is also essential that children learn to identify what bullying is, and how it differs from normal disagreements between friends. We raise awareness through creating opportunities within the school curriculum, assemblies, parent/carer afternoon and holding an annual Anti bullying week and E-safety . Within the curriculum, this can be done through Time 4 Us, and through suitable texts in the literacy curriculum and library.

Playground activities are organised to be inclusive and to promote collaboration and co-operation, while discouraging bullying. At lunch times, trained supervisors continue these activities. Whilst we stress that everyone should be involved in tackling bullying, we have Lunchtime Supervisors in the playground.

All staff are trained to recognise and deal with incidents of bullying. This includes the Pastoral Manager undertaking training with support staff.

The School Council is also involved in assessing (eg through Evidence Trails) levels of perceived bullying and ways of addressing them.

### **Implementation of the policy**

The following steps must be taken when dealing with incidents:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
2. A clear account of the incident will be recorded and given to one of the Pastoral Team or member of SLT who will discuss the matter all concerned separately and record the incident.
3. Class teachers will be kept informed.
4. Parents will be kept informed and called to come and meet relevant staff.
5. Any consequences for behaviour choices and plans to move forward in reconciling relationships will be in consultation with all parties concerned.
6. Relevant support put in place for all parties to prevent further incidents.

### **We will support pupils who have been bullied by:**

- offering an immediate opportunity to discuss the experience with their class teacher or a member of staff of their choice.
- giving reassurance and continuous support to help to restore self-esteem and confidence.
- providing peer mentors to offer support and friendship at playtime and lunchtime.
- Place2Talk

### **We will support pupils who have bullied by:**

- discussing the events and their behaviour with the Pastoral Manager and YGL/AHTs
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents/guardians in helping to change the attitude of the pupil and working collaboratively

### **The following disciplinary steps may be taken against pupils who have bullied:**

- attendance at Lunchtime Restart
- Letters sent home for all restart visits
- three visits during a half term will result in a parent meeting and a daily report
- exclusion from certain areas of the school premises
- minor fixed-term exclusion

**If the problem persists further steps may include:**

- referral to outside agencies (e.g. CFCS, CAMHS, CDS)
- referral to police even when incidents have occurred off school premises and especially when they involve criminal behaviour or represent a danger to members of the public
- referral to Social Services

**Monitoring of this policy:**

The school will review this policy bi-annually and assess its implementation and effectiveness.

School Council is consulted in the development of this policy.

A copy of the policy will be located on the school's website for access by the parents/interested parties in the school.