

North Beckton Anti-bullying Policy

Purpose

At North Beckton we are committed to providing a warm, caring and safe environment for all our pupils so that they can learn in a safe, relaxed atmosphere free from anxiety. 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 and forms of cyber bullying. Bullying is unacceptable at our school. If bullying does occur, all pupils should be able to tell a member of staff and know that incidents will be dealt with promptly and effectively.

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 SEND, personal disabilities, or home circumstances, teasing and sarcasm);
- indirect (e.g. spreading rumours, excluding someone from social groups). All of these features undermine relationships that are not conducive to the learning environment.

An 'Anti – Bullying' School

All staff and pupils are alert to the signs of bullying and act promptly and firmly against it in accordance with this and the behaviour 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 will be informed about what is happening and will have the opportunity to discuss any bullying incidents with the class teacher or member of the Leadership 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.

Pupils 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.

Pupils who have bullied

We follow the Behaviour Policy for dealing with negative behaviour.

The bully, or potential bully, may also be experiencing problems which are a cause of his/her anti-social behaviour. Staff are alert for behaviour or comments which may highlight that the child needs help in dealing with concerns.

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, curriculum evenings and holding an annual Anti bullying week and E-safety . Within the curriculum, 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 cooperation, while discouraging bullying. Whilst we stress that everyone should be involved in tackling bullying, we have Lunchtime Supervisors and members of the leadership team in the playground during lunch and members of staff on duty during playtimes.

All staff are trained to recognise and deal with incidents of bullying.

The School Council is also involved in assessing 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 the class teacher and/or member of SLT who will discuss the matter and take the appropriate action, continuing to discuss and record updates and outcomes.
3. Parents will be kept informed and called to meet relevant staff.
4. Any consequences for behaviour choices and plans to move forward in reconciling relationships will be in consultation with all parties concerned.
5. 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 peers to offer support and friendship at playtime and lunchtime.

We will support pupils who have bullied by:

- discussing the events and their behaviour with the appropriate member of staff
- discovering why the pupil became involved
- establishing the wrongdoing and need to change
- informing parents/guardians in helping to change the attitude of the pupil and working collaboratively

Disciplinary steps will be taken against pupils who have bullied following our behaviour policy

If the problem persists further steps may include:

- referral to outside agencies (e.g. CFCS, CAMHS, CDS)
- referral to police including when incidents have occurred off the 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 and assess its implementation and effectiveness, in line with the policy cycle.

School Council is consulted in the development of this policy and should be seen as part of the school behaviour policy.