



THE
Beaulieu Park
SCHOOL

ANTI BULLYING POLICY

Committee Responsible	LGB
Lead Staff Member	Principal
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THE BEAULIEU PARK SCHOOL – ANTI BULLYING POLICY



At The Beaulieu Park School our aim is to equip every student with the knowledge, skills and character necessary for success whilst at our school, as a member of our local community and beyond.

As soon as children join us in Reception we foster a culture where everyone has the right to learn in a safe and secure environment. Our behaviour for learning policy, along with our Home/ School Agreement, minimises the opportunities for children to be bullied or become bullies.

We expect all members of our school community -including staff, children and their families- to show respect for other people and their feelings, opinions, culture and right to be individuals. Bullying of any kind will not be tolerated at The Beaulieu Park School and any reported instances are taken very seriously. We believe everyone has a responsibility to be vigilant when it comes to noticing and reporting bullying.

On those occasions when bullying is reported, there are clear procedures for investigating and dealing with it.

Why is it important to deal with bullying?

Bullying can cause significant harm to students who are bullied and, in some severe cases, has led to suicide. The Steer Committee (2005) identifies bullying as a form of misbehaviour that has a significant impact on the learning of those being bullied. Being bullied can also lead to students truanting, academic underperformance, loss of self- esteem, and depression.

At The Beaulieu Park School we are a caring, non-violent community and we believe that everyone has the right to be safe and enjoy their learning free from intimidation and fear. The Beaulieu Park School will not tolerate any form of bullying and we are working to ensure that students at The Beaulieu Park School will grow and flourish in an environment that encourages respect for all members of our community - students, staff and parents, using social media sites.

What is Bullying?

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- Repeated over time
- intended to hurt someone either physically or emotionally

- often aimed at certain groups, for example because of race, religion, gender or sexual orientation or individuals that would find it difficult to defend themselves.

It can take many forms, including:

- Physical assault
- Verbal abuse or taunting
- Spreading offensive rumours
- Racist, sexist, religious or homophobic abuse
- Hiding, stealing or destroying personal property
- Extortion
- Threatening behaviour or intimidation
- Undue pressure to engage in irregular / unacceptable behaviour (truancy etc...)
- Excluding someone from a group or encouraging others to do so
- Threatening behaviour through any type of social media for example; e-mails, twitter, Instagram, Snapchat or any other form of cyber bullying, using social media sites.
- Prejudice based abuse (Appendix 1)

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. Like any other form of bullying it can cause great distress to those involved and will not be tolerated at the school. Cyberbullying is a method of bullying. It can be used to carry out all the different types of bullying (such as racist bullying, homophobic bullying, or bullying related to SEN and disabilities), but instead of the perpetrator carrying out the bullying in person, they use technology as a means of conducting the bullying. Cyberbullying can include a wide range of unacceptable behaviours, including harassment, threats and insults, and like face-to-face bullying, cyberbullying is designed to cause distress and harm. However, cyberbullying does differ in several significant ways to other kinds of bullying, e.g. the invasion of home/personal space and the difficulty in controlling electronically circulated messages.

Preventing Bullying

The Beaulieu Park School is an inclusive, safe environment where any form of discrimination is not tolerated. The consistent application of the school's Behaviour Policies ensure that all children and young people have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity. We actively seek to prevent bullying by:

- Raising awareness and listening to pupil's views of bullying through assemblies, activities, stories, role-play, discussion, peer support, school council, PSHE lessons, circle time etc. Keeping the profile of anti-bullying high within the school.
- Making the children's role in preventing bullying clear. This includes if they find themselves as bystanders and encouraging them to report any bullying they may be witness to.

- Emphasising our high expectations of behaviour and promoting the school values that go along with this.
- Working closely with parents/carers and ensuring that the Anti-Bullying Policy is communicated to them when their child starts the school, so that they are aware of the procedures to follow if they believe their child is being bullied, the approach the school will take in response, and their responsibility as parents/carers to reinforce excellent behaviour at home.
- Ensuring that all staff and governors are familiar with the Anti-Bullying Policy and the Equal Opportunities Policy so that the principles of equality which underpin them and the responsibilities of staff are clearly understood. This also includes providing staff and governors with any training required to fulfil their responsibilities.
- Giving careful thought to the school environment including seating arrangements in classes and the use of areas in and around the school.
- Requiring students to use digital technology safely and responsibly, including not using ICT to bully or harass others. We also strongly advise parents/carers to monitor their child's internet access and to install appropriate software. We will provide regular Internet Safety workshops for parents and carers to attend.
- Ensuring that there is adequate supervision at lunch and break times and that all staff, including lunchtime supervisors, receive training on our Anti-Bullying Policy.

Role of the School

The school has

- Developed an ethos within the school that makes it clear that bullying is unacceptable and will be confronted and dealt with;
- Developed clear procedures for the prevention, detection and dealing with bullying incidents.

The school will always, when made aware of incidents of bullying

- Confront those who bully and make them responsible for their actions;
- Take any necessary action, in line with the school's Behaviour Policies, against those who bully;
- Continue to foster an atmosphere of tolerance, support and understanding for all students;
- Support those students that suffer bullying;
- Train staff appropriately.

Role of Parents/Carers

If your child discloses to you that they, or one of their friends, are being bullied it is important to remain calm and support your child at this very difficult time. You may be very upset by what is or has happened to your child but your support is vital:

DO

- Reassure your child that they have done nothing wrong;
- Get them to write down what has happened, keeping a record of any abusive text messages, notes or e-mails. This will give a record of what has been happening and will make it easier to deal with the incident;
- Report the matter to the school: The school may not be aware of the issues and if the matter is to be dealt with the school must be informed.

DO NOT

- Ignore what your child is saying
- Tell your child to forget about what is happening.
- Try to resolve the matter yourself by confronting the bully or their parent/carer; this invariably makes the situation worse and could lead to further problems.

Please remember that the school will support your child and deal with any instances of bullying.

Procedures for Dealing with Bullying

How an incident is reported?

If a parent/ carer or child would like to report an incident of bullying to the school in the first instance they should arrange to speak with the child's class teacher or form tutor. This will then be written up by the member of staff and appropriate action will be taken by them. The account will be shared with the Head of House or Senior Leadership Team if necessary and any further action that is required will be undertaken by them.

When an incident of bullying is reported we:

- Make it easy for students to report bullying, including bullying which may have occurred outside of school, by being clear that students can report bullying to any member of staff without fear of further bullying or discrimination.
- Support all parties involved and ensure that everyone has the opportunity to express their feelings.
- Take any reported bullying seriously and investigate it thoroughly.

- Implement sanctions for any student found to have bullied another student. This may include loss of privileges, internal exclusion, external exclusion or permanent exclusion, depending on the nature, severity and context of the bullying.
- Work with perpetrators using a restorative justice approach to help them to take responsibility for their actions, to repair the harm done and to ensure that there is no repetition.
- Work closely with the parents/carers of the victims and perpetrator and keep them regularly informed of any developments in an investigation of bullying.
- Support the victims of bullying. For example, making sure that there is a key adult who is their first point of contact to express any on-going concerns and using external agencies such as a counsellor.
- Record any instances of bullying using the school system, closely monitor bullying and identify and respond to any patterns or issues that emerge.

Once an incident of bullying is reported, it is the expectation that all parties involved give the Head of House or Senior Leadership Team sufficient time to investigate and deal with the matter. Once reported, if there is any further intervention from either party, this could result in further action being taken from the Senior Leadership Team.

Bullying Outside of the School Premises

In order to protect students from potential threats of cyber-bullying, it is the responsibility of parents/ carers to ensure that children's activity on phones, tablets and other devices are regularly monitored at home. Whilst the school will promote staying safe online and when using mobile devices, the responsibility of the children's activity on these devices remain with the parent/ carer.

Where bullying outside the school is reported to staff, it is investigated and appropriate action taken. If the behaviour is criminal or poses a serious threat to a member of the public, the police will be informed by a member of the Senior Leadership Team.

This policy should be read in conjunction with The Beaulieu Park School's Primary Behaviour for Learning Policy and Secondary Behaviour Policy.

APPENDIX 1

Prejudice based abuse

Prejudice based abuse or hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person's real or perceived:

- Disability
- Race

- Religion
- Gender identity
- Sexual orientation

Although this sort of crime is collectively known as 'Hate Crime' the offender doesn't have to go as far as being motivated by 'hate', they only have to exhibit 'hostility'.

This can be evidenced by:

- threatened or actual physical assault
- derogatory name calling, insults, for example racist jokes or homophobic language
- hate graffiti (e.g. on school furniture, walls or books)
- provocative behaviour e.g. wearing of badges or symbols belonging to known right wing, or extremist organisations
- distributing literature that may be offensive in relation to a protected characteristic • verbal abuse
- inciting hatred or bullying against pupils who share a protected characteristic
- prejudiced or hostile comments in the course of discussions within lessons
- teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
- refusal to co-operate with others because of their protected characteristic, whether real or perceived
- expressions of prejudice calculated to offend or influence the behaviour of others
- attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.

As a school we will respond by:

- clearly identifying prejudice based incidents and hate crimes and monitor the frequency and nature of them within the school
- taking preventative action to reduce the likelihood of such incidents occurring
- recognising the wider implications of such incidents for the school and local community
- providing regular reports of these incidents to the Governing Body
- ensuring that staff are familiar with formal procedures for recording and dealing with prejudice based incidents and hate crimes
- dealing with perpetrators of prejudice based abuse effectively
- supporting victims of prejudice based incidents and hate crimes
- ensuring that staff are familiar with a range of restorative practices to address bullying and prevent it happening again