

|  |  |
| --- | --- |
| **The Belsteads School Anti-Bullying Policy** | |
| Version | 2 |
| Name of responsible person | Peter Adams – Chair of Governors |
| Date ratified | 16.10.19 |
| Date issued | 17.10.19 |
| Review date | Oct 2020 |
| Electronic location | T-drive Policies |

**PHILOSOPHY**

The Belsteads School aims to develop an ethos that supports achievement, creates a balanced broadly based curriculum which is responsive to individual needs and gives pupils opportunities to experience continuity and success, to feel good about themselves and achieve their full potential.

Through our linked policies of: Behaviour and Attitudes, Anti-Bullying and Child Protection, we aim to create a safe, supporting and open environment for both staff and pupils which facilitates the development of our 6 Pathways.

We are committed to providing a happy and secure school where issues of bullying and peer on peer incidents are dealt with in a consistent and effective manner. Bullying as a principle is not acceptable in our school community and pupils will be encouraged to report and talk about any incidents that occur. Incidents will be managed in line with our Behaviour and Attitudes Policy and logged on the CPOMS system. The use of the internet and social media and potential issues about cyber bullying will be managed in line with our E-Safety Policy.

**WHAT IS BULLYING?**

There are many definitions of bullying, but most have three things in common:

* It is deliberately hurtful behaviour.
* It is repeated over a period of time.
* It is difficult for those being bullied to defend themselves.

Types of bullying can be summarised as:

**Physical:** pushing, kicking, pinching, physical intimidation and any other use of violence.

**Verbal:** name calling, sarcasm, spreading rumours, teasing.

**Emotional:** excluding, tormenting, being unfriendly, racial/gender taunts/ gestures, graffiti.

**Sexual:** unwanted physical contact, abusive comments, sexual pressure.

**Cyber:** unwanted messages, contact via internet sources, telephone and playstations.

**AIMS**

* To ensure that all staff, Governors, pupils and parents/carers understand the nature of bullying issues and implement the principles of this policy.
* To develop an ethos of a ‘telling’ school when incidents occur.
* To continue to implement the procedures for incident management outlined in the Behaviour and Attitudes Policy
* To continue to tackle bullying issues via the school curriculum.

**EDUCATING THE PUPILS ABOUT BULLYING**

This policy will be made clear to the pupils in their PHSE lessons and will be reinforced through schemes of work and school assemblies.

Through the curriculum pupils will be given opportunities to develop behaviours and attitudes that empower them to combat bullying behaviours e.g:

* Making friends
* Social skills
* Play skills
* Assertive behaviour
* Saying ‘no’ or ‘stop’
* Positive body language

At The Belsteads School , we favour a system of reflection in response to inappropriate behaviour wherever possible. This helps the pupil to better understand how they are responsible for their behaviour and what happens next. This also empowers the victim of any incident to feel that they have control and can voice their thoughts and feelings in a safe, supported environment if this is something they feel strong enough to do.

**IDENTIFICATION OF POTENTIAL BULLYING SITUATIONS**

All staff will be encouraged to anticipate where there are risk areas for bullying incidents, key places such as corridors, toilets, playground areas, will be carefully monitored by staff at key times of the day such as lunchtimes, break times and lesson change overs. Staff on duty at key times will check these areas regularly during the course of the break.

**PROCEDURES**

This policy is run in conjunction with the Behaviour and Attitudes Policy. Incidents should be managed with all incidents logged on CPOMS. These incidents log monitored by the Deputy Headteacher through the LABS process.

**Bullying Incident**

* Complete report on CPOMS
* Deputy Headteacher liaises with victim and bully(lies), support/sanctions given
* Parental contact made by appropriate member of staff
* Concerns reported to Deputy Headteacher
* Situation and trends monitored by Deputy Headteacher
* Follow up work/individual support will be provided if necessary
* A reflection meeting between victim and bully(lies) may be necessary.

Further sanctions such as a parental meeting or formal exclusion may be necessary if the bullying behaviour continues.

**Bullying concerns**

If there are any concerns regarding individuals that are not specifically incident related:

e.g. victims of group intimidation, systematic name calling, verbal abuse, the same procedure must be followed.

**Ordinary Incident**

Complete negative behaviour slip on Arbor.

**Identification of Incident and Participants**

Assess nature of incident

MODEL PROCEDURE FOR BULLYING INCIDENTS