



## Preventing Bullying Policy

### Stand Up Speak Up

#### Introduction

Beaford Community Primary & Nursery School has high expectations of how children and adults should be towards others. We believe strongly that everyone has the right to be treated respectfully and feel safe within our school community.

#### Aims and Objectives

- Provide an environment where children feel safe, valued, respected and supported
- Enable children to speak up and share their feelings and ensure that all children are heard
- Respond quickly at the early stages when children may hurt others
- Give children the skills to recognise and take responsibility for negative actions
- All adults in the school community have high expectations of the way children, other adults and themselves should be treated and treat others
- Involve children and parents/carers in setting expectations and promoting a Bullying free environment
- Use the school's recording and safeguarding systems to log concerns of how children, parents or staff may act towards others, resolve issues and notice any patterns

#### What is Bullying

Bullying is behaviour by an individual or group, **repeated regularly** over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms:

- Actions that cause physical harm – hitting, kicking, pushing
- Hurtful words or gestures –name calling, insulting, offensive remarks, spreading rumours, excluding
- Taking belongings
- cyber-bullying -via text messages, social media or gaming - which can include the use of images and video

Bullying can happen at any time in any place.

## How We Prevent Bullying

Children are expected to be kind and respectful to each other. When adults are aware of children hurting each other through their actions or hurtful words then this is addressed and challenged at the early stages to set a clear expectation of what is and is not acceptable. Incidences like this are recorded and adults give time to supporting children to be aware of their actions and the impact they may be having on others.

There are different ways that children are encouraged to share any concerns with adults. Classes have worry boxes that children can put their name into or write down their worry. Older children can complete a 'Stand Up Speak Up' form on their own, with a friend or with an adult.

Themes are used in class sessions, small group times and whole school assemblies throughout the year to promote children's emotional development and understanding. These include:

- Stand up Speak Up – Stop it Now
- Friendships
- Emotional and Mental Health
- Personal safety
- Respect & Tolerance

(Themes also link into Safeguarding Children, British Values and Challenge Questions)

Regular discussions are had with children, either in their classes, in family group assemblies or through the Children's Council

## How do we Deal with Incidents of Bullying

If a child continues to make other children or adults feel unsafe with bullying behaviours after initial support and involvement from school adults, then these steps will be followed:

1. Class teacher is informed
2. Child or children who have been bullied share their concerns and agree an outcome with the class teacher and or Headteacher. These are logged on the Stand Up Speak Forms (Appendix 1)
3. Child or children who have carried out the bullying behaviours are talked to and give their view
4. The class teacher and or headteacher contacts and meets individually with all parents of children involved. Actions are agreed and logged.
5. If bullying behaviours continue then the appropriate actions will happen from below:
  - a. Individual Behaviour Plan will be established which is reviewed and adapted regularly. (Time of review will be different to meet the needs of the child.)
  - b. External support will be used eg: Behaviour Support Team, Educational Psychologist, CAHMs Referral
  - c. Early Help Plan
  - d. Supported playtimes
6. Incidents are reported in the termly Headteacher' Report to governors
7. If bullying behaviours continue despite support and intervention then these actions will be used:
  - a. Parents/Carers invited to a Risk of Exclusion Meeting supported by relevant professionals
  - b. Fixed Term or Permanent Exclusions

Where bullying outside school is reported to school staff, it will be investigated and acted on.

*\*\*There maybe serious situations when some of these steps are missed out and others are taken as immediate action is required. Each situation is assessed by senior leaders and a plan of how to proceed is decided on.*

## Bullying Online (Cyber Bullying)

Cyber Bullying is a different type of bullying. It happens through the use of technology, can happen at any time of the day and has a potentially bigger audience.

Mobile and electronic devices are not allowed to be brought into school at any time and filtering systems prevent access to social networking sights at school. How to stay safe on line is an important part of our curriculum and this is revisited on a number of occasions over the year. This includes through class computing and PSHME sessions, whole school assemblies, family group assemblies and responsive after an incident or safety concern.

Children and parents are encouraged to bring concerns of cyber bullying to the attention of the class teacher and or Headteacher who will take further action. Advice and or reporting to the police or appropriate safeguarding agencies will be taken if there the headteacher/safeguarding lead have concerns about the safety and welfare of a child.

## Supporting a Child who has been Bullied

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action. (Full details can be found in Part 1 of Keeping Children Safe in Education.)

## Monitoring the Impact of this Policy

- Children are asked through questionnaires and class discussions whether they feel safe in school.
- Outcomes from questionnaires to parents.
- Governor monitoring visits – Safeguarding Lead Governor.
- Safeguarding Lead and Deputy review of logs.
- INCO team review of children's needs.
- Views of Children's Council and Parent Forum

Additional guidance can be found from the DFE – Preventing and Tackling Bullying Advice (Update July 2017)

Date Policy Agreed at Governors: 7<sup>th</sup> November 2017

Date for Review: November 2019