



**BEECHWOOD**

Primary School

## **ANTI-BULLYING POLICY**

**JANUARY 2019**

Approved by: **Engagement & Wellbeing Committee**

Date:

Last reviewed on: **January 2019**

Next review due by: **January 2021**

# ANTI-BULLYING

## 1. Rationale:

The Headteacher, governing body and staff at Beechwood Primary School are completely opposed to bullying. Central to this aim, is the involvement of all members of the school community to ensure a safe and happy environment where bullying or any other form of intimidation will not be tolerated. We, as a school, promote positive interpersonal relations between all members of the school community.

## 2. Definition:

'Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying' (Torfaen definition 2008).

This is reinforced by the Department of Education February 2017.

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

- Repeated;
- Intended to hurt someone either physically or emotionally;
- Often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation'

All types of bullying at our school are unacceptable and will not be tolerated. When bullying behaviour is brought to our attention, prompt and effective action will be taken. Anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

Although not an exhaustive list, common examples of bullying include:

- Physical - Kicking, hitting, punching, slapping or any form of violence
- Verbal - Name-calling, threats, sarcasm, spreading rumours
- Cyberbullying - All areas of internet misuse and bullying via mobile phone or online (e.g. e-mail, social networks misuse of blogs, gaming websites and instant messaging) Mobile threats by text messaging & calls. Misuse of associated technology i.e. camera and video facilities.
- Discriminative - Bullying based on race, disability, religion or belief, ability, gender, sexual orientation, age, appearance, social or economic status or circumstance.

However, isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying.

### **3. Principles:**

1. To ensure pupils can learn free from intimidation and fear.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To ensure bullied pupils will be listened to.
5. To act promptly and effectively at the first sign of bullying.
6. To ensure reported incidences are thoroughly investigated and monitored.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To ensure that there is a consistent whole school approach.

### **4. KiVa:**

Beechwood is a KiVa school where we follow the KiVa programme in Key Stage Two.

Kiva aims to teach children the skills they require in order to help prevent bullying amongst their peers. It also aims to demonstrate to children how they can develop strategies to protect themselves from potential acts of bullying.

Each month, a dedicated KiVa afternoon is held where children follow a set lesson. These lessons include:

- group discussion;
- role-play activities;
- written tasks; and
- online activities.

In Key Stage One, bullying is addressed through the Personal, Social, Health, Education (PSHE) curriculum. An overview of this curriculum is available via class teachers.

### **5. Responsibilities:**

#### **Staff**

Staff should promote pupils' self-esteem, self-respect and respect for others. They should also demonstrate by example the high standards of personal and social behaviour expected.

Staff regularly discuss bullying with all classes during PSHE lessons or when the need arises.

Assemblies are also held regularly and explore different types of bullying.

All staff should report suspected cases of bullying to Louise Hargreaves and/or Chloe Moore, the KiVa Anti-bullying Leads, and an electronic record should be made using specific KiVa paperwork.

This record is kept on the school's electronic monitoring system, CPOMs. Parents of all children involved will be asked to come in to school for an initial discussion.

All incidents of bullying will be reported to the headteacher.

## Pupils

All pupils are taught to understand the different types of bullying and are encouraged to be vigilant around school. If children feel they have witnessed or been a victim of any act of bullying they should report this immediately to a member of staff. In addition to this, there are 'worry boxes' located in prominent places around the school and 'Whisper Wednesday' sessions which give children the opportunity to discuss with specially nominated peers anything they are concerned about whether inside school or outside school hours.

## Parents

Any parent who has concerns with bullying should speak with the class teacher in the first instance. If they feel that their concern has not been resolved, they can request a meeting with the KiVa anti-bullying leads.

## **5. Procedures:**

We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.

All members of the school community will be expected to be vigilant and to report any bullying that is observed or reported to them.

Any report of bullying will be listened to and taken seriously. All incidences of bullying will be reported to the KiVa anti-bullying leads, who will liaise with the headteacher.

Every allegation of bullying will be investigated, followed up and an electronic record kept.

Any victim of bullying will be well-protected immediately and in the future.

PSHE lessons will be used to discuss different types of bullying and teach strategies to deal with bullying.

We will use the school's positive rewards (dojos) and sanctions to reinforce this anti-bullying policy.

Pupils and their parents will be made aware of this policy and it can be accessed through the school website.

### **ANTI-BULLYING POLICY**

This policy was adopted at a meeting of Engagement and Wellbeing Governor sub-committee, held on \_\_\_\_\_

Date to be reviewed: **January 2021**

Signed:

Name of signatory:

S. Harper

D. Reed

Role of signatory:

Headteacher

Chair of Governors