



**Beechlawn School**

**Policy for  
Anti Bullying**

# **ANTI BULLYING POLICY**

## **1. Introduction**

One of the aims of Beechlawn School is to maintain a safe, happy and secure environment in which every pupil has the opportunity to learn effectively, to achieve and progress and to develop personally. Bullying is in conflict with this aim and is contrary to the values inherent in the school ethos.

Evidence indicates that bullying takes place even in the best – regulated environments, and like all forms of abuse thrives on secrecy. The extent of bullying in schools should not be underestimated.

At Beechlawn, staff, parents and pupils work together to create a happy, caring learning environment. Bullying of any member of the school community, in any form, is not acceptable and will not be tolerated. It is everyone's responsibility to aim and to act to prevent occurrences of bullying and to deal with any incidents quickly and as effectively as possible.

This Anti-Bullying Policy is approved by School Governors.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

## **2. Definition of Bullying**

Bullying is described as the repeated use of power by one or more persons intentionally to harm, hurt or adversely affect the rights and needs of another or others. There may be times when pupils are unaware that their behaviour is causing suffering or distress to others.

Bullying can take many forms, including :-

- Being threatened with violence.
- Being hit, kicked, pushed, tripped, nipped.
- Having money or other personal items taken or damaged.
- Being called names, teased or made fun of.
- Being left out or ignored.
- Being sent nasty phone calls or text messages.
- Being sent nasty e-mails.

## **3. Strategies for Dealing with Bullying**

In order to identify incidents of bullying and the identities of bullies, at Beechlawn School we have agreed the following guidelines.

- All staff take positive action to prevent bullying by promoting respect between persons.
- All staff watch for early signs of distress in pupils.
- All staff listen, believe, act.
- Pupils are encouraged to speak to any member of staff should they feel they are being bullied.
- Posters in school advertising anti bullying measures and dissuading children from bullying can be displayed.

- Form Teachers ensure that details of incidents are recorded.

The following is a list of actions available to staff depending on the perceived seriousness of the situation. Brief written records should be kept by any member of staff investigating any allegations of Bullying.

- Discussion at length with the victim. This will require patience and understanding. Remember - listen, believe, act. Keep a written record of this discussion.
- Identification of the bully/bullies. Obtain witnesses if possible. Advise the Form Teacher and the Year Teacher.
- Discussion with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Beechlawn School. Keep a written record of this discussion. If they own up then follow the procedure outlined below and in the Discipline Policy.
- If they deny bullying, investigate further. Children usually own up if presented with all the facts.
- Separate discussions with parents of bully and victim should be arranged, normally by the Year Teacher, who will keep a written record of these discussions.
- Sanctions for the bully may include :
  - Daily Report,
  - Withdrawal from favoured activities,
  - Not gaining points from Rewards System,
  - Loss of playtimes,
  - Exclusion from school playground during lunchtimes;
  - Suspension from school transport,
  - Suspension from school, depending on the perceived severity of the incident(s).
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition. Written evidence from observations is essential.
- As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the pupil should have good behaviour recognised. This will rebuild the pupil's self-esteem, which may have been damaged after being caught bullying. Poor self-esteem may have been the initial cause of the bullying behaviour.

### **Adults should:**

- 1** Show respect for every child as an individual.
- 2** Be aware of vulnerable children.
- 3** Have high expectations of pupils.
- 4** Criticise the behaviour rather than the child.
- 5** Be seen to be fair at all times.

- 6 Avoid favouritism.
- 7 Avoid labelling pupils.
- 8 Avoid reference to other members of the family (not as good as your brother etc).
- 9 Never give pupils ammunition to use against each other.
- 10 Show a readiness to treat incidents seriously however trivial they may seem at first glance and investigate thoroughly.
- 11 Show a willingness to take action and be seen to take action when bullying is reported.

#### **4. Expected outcomes of the actions listed above :-**

- a) In incidents of bullying, both victim and perpetrator need to be persuaded or encouraged to examine their behaviour. The role of the Form Teacher in establishing 'both sides of the story' is vital. The reasons for bullying must be probed, the damaging effects brought to the fore and future behaviour agreed upon.
- b) It is important that the bully is brought to accept the consequences of his/her action. This may be achieved by punishment and sanctions, by discussion or by counselling. Punishment does not ensure that the bully will desist from future unsocial behaviour and hence it is unlikely to be sufficient on its own. It is the member of staff's responsibility to monitor closely the situation in the immediate future.
- c) Victims of bullying must be reassured immediately that they have the full support of the staff. The collaboration of other pupils may be enlisted in helping the pupils if thought desirable. Problems for victims may arise for a number of reasons e.g. lack of self confidence, from insecurity, from eccentric behaviour, taunting behaviour etc.

#### **5. Working with parents**

Most parents care about their children and want school to be a happy and enjoyable experience for them. It is important that they are kept informed of the school's policy relating to bullying as part of the overall discipline policy of the school.

#### **6. Conclusion**

All members of staff have an obligation to help to create the conditions in which bullying does not thrive. It is important to emphasise that bullying has serious implications. Different approaches may be adopted in dealing with bullying. However, all instances of actual or suspected bullying must be recorded by the member of staff dealing with the problem, and the Year Teacher, Vice Principal's and Principal kept informed of any outcomes in line with the Pastoral Care System.

***Revised : March 2013***

***To be reviewed : March 2015***