

Beaminster School Policy and Procedures Statement



<i>Title:</i> Anti-Bullying Policy	<i>Management:</i> Deputy Headteacher
<i>Last review:</i> April 2021	<i>Review date:</i> April 2024

Policy

Beaminster School is committed to developing a safe environment where the students act respectfully and positively towards each other and to staff in acceptable and non-threatening ways. Students are regularly reminded of our 3 core values of **Ambition, Service** and **Kindness**. We seek opportunities to promote each of these values and to make clear that bullying of any kind is unacceptable at our school. The school will respond promptly and effectively to reported incidents of bullying.

Definition

There is no legal definition of bullying. However, it is usually defined as behaviour that is: repeated, intended to cause physical or emotional hurt or harm, involves an imbalance of power, and is often aimed at certain groups. Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened and makes those being bullied feel powerless to defend themselves.

Rationale

Everyone has the right to feel welcome, secure and happy and we should treat everyone with consideration. We seek to prevent bullying by fostering a clear understanding that bullying, in any form, is not acceptable. We seek to eliminate discrimination, promote equality of opportunity and foster good relations between persons of protected characteristics¹ and none (Equality Act 2010). We will achieve this through:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour and relationships, and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence.
- Any incidents being treated seriously and dealt with immediately.

Terms of Reference

This policy statement has been developed in consultation with the school community, reflects current advice and is informed by statutory requirements. This policy will be reviewed every two years and should be considered in conjunction with the Anti-Cyberbullying Policy and Behaviour Policy

Context

Bullying takes different forms, some examples are listed below:

- Emotional: being unfriendly, excluding, tormenting, threatening behaviour
- Verbal: name calling, sarcasm, spreading rumours, teasing
- Physical: pushing, kicking, hitting, punching or any use of violence
- Extortion: demanding money/goods with threats
- Cyber-bullying: misuse of digital technologies and/or misuse of associated technology
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact, sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality.

¹ The protected characteristics are: Race (ethnicity); Sex (gender); Disability; Religion/belief; Sexual orientation; Gender reassignment; Pregnancy/maternity

Procedures

Staff will ensure that:

All forms of bullying are prohibited at Beaminster School. Staff are aware of bullying and are able to identify and look for signs of it among the students; students are aware of the consequences of bullying; a code of conduct is in use for behaviour including the use of digital technology; all cases of bullying are reported to a member of staff, responded to promptly and recorded on a bullying log; there is supervision of technology that is effective for monitoring and deterring cyber-bullying in school. All recommended guidelines are followed.

The topic of bullying and its impact, is explored in many areas of the curriculum. It is most comprehensively covered during Life Studies lessons. The educational programs used in lessons explore why people bully, the wide-ranging impact of bullying, how to help stop it and why it is so important to report it, both inside and outside of school. Assemblies regularly cover the many different aspects of bullying and the Student Handbook has a page dedicated to the topic.

Students will:

Have a responsibility to ensure they do not participate in bullying; report incidents of bullying to a member of staff; advise students being victimised by bullying to talk to an adult; offer to speak to an adult on behalf of the student who is being victimised by bullying.

- All incidents will be logged and acted upon immediately.
- Any persons involved will be spoken to immediately, or as soon as is practicable.
- Victims will have the opportunity to report this to the relevant authorities.
- Different levels of offence will be recognised.
- Restorative justice is seen as an appropriate route forward for any incident.

Key Documents

Ensuring good behaviour in schools - A summary for headteachers, Governing Bodies, teachers, parents and pupils: <http://www.education.gov.uk/schools/pupilsupport/behaviour/behaviourpolicies/f0076882/ensuring-good-behaviour-in-schools>

The Equality Act 2010 identifies 9 protected characteristics and is the key piece of legislation that places duties on a school with respect to bullying: www.homeoffice.gov.uk/equalities/equality-act

Legislation

The Equality Act 2010 Section 89 (5) – Power to tackle poor behaviour outside school

Useful Sources of Information

Anti-bullying Alliance	www.anti-bullyingalliance.org.uk	
Kidscape	www.kidscape.org.uk	0207 7303300
Bullying on line	www.bullying.co.uk	
Family Lives	www.familylives.org.uk	0808 8002222
Stonewall	www.stonewall.org.uk	
Think U Know	www.thinkuknow.co.uk	
Cyberbullying Research Centre	www.cyberbullying.org	
Parents Against Bullying		01928 576152
Childline		08000 1111

HELP PATHWAYS AT BEAMINSTER SCHOOL

Creating a culture where pupils feel secure about reporting an instance of bullying

