



Dream Believe Achieve

# Anti-bullying Policy

Signed by Chair of Governors

Kerry Scott

Date ratified by Governors

19/04/2023

Date to be reviewed by Governors

19/04/2024

Belmont Park School provides an inclusive education which represents and acknowledges the diverse society within which we live which is enriched by the different cultures, ethnicities and faiths of its citizens. We encourage children to take responsibility for their actions showing respect to others.

Within the school, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse. All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well being, behaviour, academic and social development right through into adulthood. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not** be tolerated. All pupils should feel able to tell when bullying behaviour is brought to our attention, prompt and effective action will be taken.

## What is Bullying?

*"Bullying behaviour abuses 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).*

Bullying takes many forms, it can be

- **Emotional** - being unfriendly, spreading rumours, excluding, tormenting (e.g hiding property)
- **Physical** – pushing, kicking, hitting, punching, slapping or any form of violence.
- **Verbal** – name calling, teasing, threats, sarcasm.
- **Cyber** – All areas of internet misuse, such as nasty and/or threatening emails misuse of blogs, gaming websites, internet chat rooms and instant messaging mobile threats by text messaging and calls; Misuse of associated technology, ie. Camera and video facilities.
- **Sexual** – Any bullying which includes use of sexualised language and behaviour - be it physical, verbal or cyber.

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

- Bullying based on disability, ability, sexuality, gender, appearance or any other individual's characteristic or circumstance including:
- Racial bullying
- Mysogynistic bullying
- Homophobic bullying

## Why is it important to Respond to Bullying

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- To ensure that all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is, and what the school's bullying policy outlines.
- To ensure that all staff understand the actions required if bullying is witnessed or reported.

- To ensure that pupils and parents understand they will be supported when bullying is reported.

## **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is witnessed, suspected or reported, the incident will be dealt with immediately by the member of staff who has witnessed the incident or been approached about it.
- A clear and precise account will be recorded and given to the Safeguarding Lead and Inclusion Manager.
- The Safeguarding Lead or Inclusion Manager will interview all concerned and will record the incident.
- Key staff will be kept informed and the situation monitored carefully.
- The Safeguarding Lead or Inclusion Manager will check the records on a monthly basis for any trends or patterns.
- Parents will be contacted and updated as appropriate.
- Consequences will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, police will be consulted.

## **Pupils**

*Pupils who have been bullied will be supported by:*

- Being offered an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil that action will be taken, offering continuous support.
- Restoring self-esteem and confidence.
- Offering restorative intervention with all parties where appropriate and consent is given by both parties.

*The following disciplinary steps can be taken:*

- Official warnings
- Detention
- Exclusion from certain areas of school premises/lessons/breaks
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Criminal proceedings
- Where students have been involved in bullying they will be asked to reflect on their actions and the potential impact this may have had.

## **Signs and Symptoms**

Many children and young people do not speak out when bullied and may indicate signs or behaviours indirectly. School staff should be aware of possible signs and should investigate if a child:

- Claims to be frightened of walking to or from school or doesn't want to go on the school/public bus or is willing to go to school (school phobic).
- Changes their unusual routine.
- Becomes withdrawn anxious, or lacking confidence
- Attempts or threatens suicide or runs away.
- Begins to suffer academically.
- Has possessions which are damaged or "go missing" or has dinner or other monies continually "lost".
- Has unexplained cuts or bruises or shows signs of being in a fight.
- Becomes aggressive, disruptive or unreasonable and/or is bullying other children.
- Changes their eating habits (stops eating or over eats)
- Claims they are unable to sleep.
- Is frightened to say what's wrong.
- Is afraid to use the internet or mobile phone.
- Give unlikely excuses for any of the above.

***These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.***

### **Monitoring, evaluation and review**

Headteachers have a legal duty under the school Standards and Framework Act 1998 to have in place procedures to prevent bullying. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, mentoring sessions, assemblies and subject areas, as appropriate, in an attempt to prevent and eradicate such behaviour. The policy will be promoted and implemented throughout the school.

The school will review this policy annually and assess its implementation and effectiveness. Where appropriate, areas of concern will be addressed via the Headteacher and Governing Body.