

Where the children come first

BEECH HALL SCHOOL

ANTI BULLYING POLICY

The aim of Beech Hall School's anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Statutory duty of schools

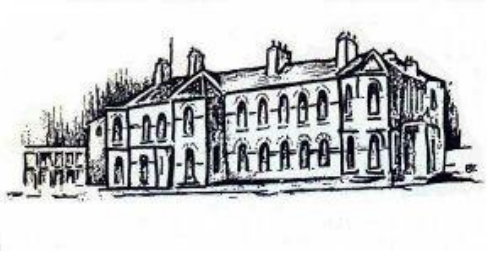
Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly, or using a range of cyber-bullying methods. Bullies exclude people and encourage others to do the same. They leave people out of games, won't share, ignore others and often act in groups to get others to be mean as well.

Bullying, in whatever form, can cause serious psychological damage and as such it runs counter to the school's ethos, is unacceptable and not tolerated at Beech Hall. We respect the right that everyone in our school community has the right to be happy and feel safe.

The different types of bullying are:

- **physical** (e.g. hitting, kicking, theft)
- **verbal** (e.g. name calling, racist remarks, homophobic remarks)
- **cyber** (e.g. rumours or pictures spread by use of social websites, mobile phones, text messages, photographs and e-mail)
- **indirect** (e.g. spreading rumours, excluding someone from social groups)
- **racial** (e.g. use of racial terms in any context)
- **religious or cultural** (e.g. remarks suggesting intolerance of person's chosen religion or culture)
- **sexual, sexist or homophobic** (e.g. inappropriate remarks relating to a persons real or perceived sexual orientation)
- **disability** (e.g. remarks or taunts relating to a person or a family members disability)



Pastoral Care

Form teachers and House teachers are responsible for the happy, tolerant, daily life of the pupils. They should be aware of an individual pupil's needs and weaknesses - pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Procedures to follow

When an incident of bullying is reported the following steps will be taken to deal with the incidents:

- If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately.
- The Head of Section will liaise with the teacher to investigate the report and where appropriate consult with the Headmistress.
- A clear account of the incident will be recorded and given to the Headmistress.
- Where appropriate, the Headmistress will interview all concerned and will record the incident; she will advise the appropriate subject teachers
- Parents of the bully and the pupil being bullied will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned – this could lead to temporary or permanent exclusion at the Headmistress's discretion

Raising awareness

Staff awareness of bullying will be raised through the promotion of this policy, training and through discussion at staff and department meetings.

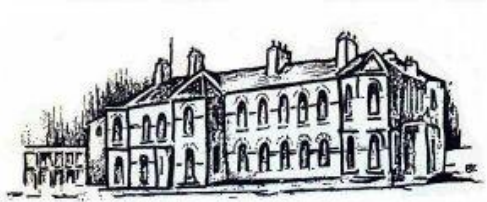
The risk of bullying will be reduced through active supervision of pupils at break, lunch and after school. Surveys will take place at least annually to ascertain to what extent bullying occurs and where.

Pupils

Pupils must be encouraged to report bullying in schools.

Once a pupil is aware of bullying, s/he is involved and is expected to talk to a responsible adult, ideally the form/house teacher of the child being bullied. This should not be viewed as telling tales, but doing what is right.

It is recognised that some children are likely to be more vulnerable to bullying. For this reason the Learning Development rooms and the school office are supervised quiet areas at breaks and lunchtimes where pupils may socialise.



Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil, particularly that bullying is never deserved
- offering continuous support
- restoring self-esteem and confidence
- advice on assertive behaviour

Whilst bullying is very upsetting for the person being bullied, the school has an obligation to consider the welfare of the bully also. Our aim should be to educate the bully and to help him or her understand why bullying is unacceptable so that this behaviour is not continued at the school and in later life. Pupils who have bullied will be helped by:

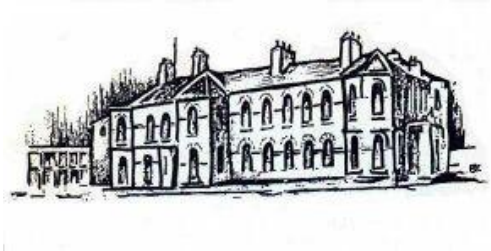
- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- advice on assertive behaviour
- informing parents or guardians to help change the attitude of the pupil

In the majority of cases, bullying will stop once it is out in the open. If however, an individual continues to bully others a number of options may be applied according to the nature and or the persistence of the bullying. These include:

- official warnings to cease offending (*with record kept on file*)
- detention (*with record kept on file*)
- exclusion from certain areas of school premises (*with record kept on file*)
- minor fixed-term exclusion (*with record kept on file*)
- major fixed-term exclusion (*with record kept on file*)
- permanent exclusion (*records forwarded to next establishment*)

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Anti-bullying week is also given a high profile.

Beech Hall's teaching and ancillary staff must remain alert to the signs of bullying and act promptly and firmly against it in accordance with this school policy. Bullying may occur at any stage of life and thus from employees of the school, we expect the highest standards of respect and courtesy so that each employee is able to work in an environment which is safe and encourages personal and professional development.



Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Reviewed and amended by T Scott, Head

July 2007 and August 2008

Reviewed and amended by Mrs G. A. Yandell, Headmistress

August 2011

Next Review Date: August 2012

Pupils from Year 4 define bullying:

Bullying is being really horrible, nasty and mean on purpose. It can include

- saying nasty things (This can be calling someone names)
- saying nasty things behind their backs (This can be telling lies about people behind their backs)
- sending nasty texts or emails (Cyber bullying)
- Physically hurting someone (This can be punching them or tripping them up)

Other types of bullying include taking or hiding other people's stuff and not including someone in your game.

To stop bullying you should talk to your parents or a teacher. You could also ring Childline.