

Bedales Pre-prep Anti-Bullying Policy

INCLUDING EYFS

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Author	Head of Bedales Pre-prep
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Tick relevant box(es) ✓ how this Policy should appear:

Inspector Folder		✓
Website	Upload	✓
	Signpost	
Internal only		
Parent Portal		
For Pupils/Students		

Bedales Pre-prep Anti-Bullying Policy

Bedales Pre-prep is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

We will continue to review the Anti-Bullying Policy regularly. Everybody is endeavouring to collectively establish a culture of mutual respect where bullying is not tolerated at any time in our school community.

All members of the school community must understand the seriousness of bullying in causing psychological damage to the victim with potentially life-threatening results. There are criminal laws that apply to harassment and threatening behaviour. We investigate all accusations of bullying, whether on or off the school premises, including cyber-bullying.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Although bullying at the Pre-prep will not be tolerated, we recognise that pupils who bully do so for different reasons. We are in this respect also committed to providing support and guidance for the bully.

At this school we are confident that when bullying occurs, it is dealt with in a firm, sensitive and caring way. Our prime concerns when dealing with bullying are:

- To prevent any continuation of the bullying
- To provide support to the pupil being bullied
- To improve the behaviour of the bully

Aims

- Ensure that every member of the school community feels valued and respected, has positive feelings about the Pre-prep and is free from intimidation.
- Accept and welcome newcomers into our community.
- Be committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.
- Develop a culture in which bullying is not tolerated and is challenged. We recognised that bullying can only thrive in a climate of silence. Our policy will encourage "speaking out": by those who are bullied (DON'T SUFFER IN SILENCE), by those who witness bullying and by those who hear about incidents of bullying.
- Respond to and tackle incidents of bullying.

Implementation of the Policy

It is the responsibility of the Head Teacher and Staff of Bedales Pre-prep to:

- Publicise our anti-bullying policy inside school and on the website.
- Recognise the need to have the co-operation of parents and families in resolving a bullying incident.
- Always address bullying issues. We understand that no two scenarios are the same and each incident will require intervention in a different way.
- Have a pro-active commitment to anti-bullying education through assemblies and the teaching of wellbeing.
- Support the lives of all members of our community by use of counselling, family counselling and other external professional agencies.
- Staff training and communication

Bullying issues will be raised and discussed in our community by:

- Pupil Concerns item in weekly staff meetings (minutes)
- Incidents can be recorded on CPOMS, our online reporting tool for safeguarding.
- In Wellbeing lessons and assemblies, as well as circle time.

What is Bullying?

Bullying is when a member of the Pre-prep community could be made to feel:

- Unhappy
- Targeted
- Insecure
- Threatened
- Excluded

This can be due, very often, to the repeated actions of another member of the community. It is the perception of the pupil being bullied and other pupils' perceptions that are the important factors.

Examples of bullying can be:

- Emotional – being unfriendly, excluding, tormenting (eg hiding books, threatening gestures).
- Physical - pushing, kicking, hitting, punching, “dirty” looks, inappropriate body language and invasion of space that intimidate or any use of violence.
- Racist - racial taunts, graffiti, gestures, making inappropriate or insulting comments about a person's looks, dress, race, religion, culture, gender disability etc.
- Sexual - unwanted physical contact or sexually abusive comments.

- Homophobic - because of or focusing on the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours, malicious teasing, exclusion of other students by deliberately and frequently leaving them out of social interactions and activities.
- SEN - Because of or focusing on a special educational need
- Family Background - because a child is adopted or is a carer.
- Cyber – All areas of internet, such as email and internet chat room misuse. Social Networking Sites like Facebook, Twitter, Snapchat, etc. Mobile threats by text messaging calls. Misuse of associated technology i.e. camera and video facilities.

How does Bedales Pre-prep deal with Bullying?

The framework for dealing with incidents of bullying is based around four aspects:

- Revealing/Reporting incidents
- Collecting and Reviewing Evidence and Recording of Incidents
- Actions
- Support and Education

Revealing / Reporting Incidents

We encourage students to SPEAK OUT with confidence and to make the reporting of incidents as easy as possible. We ask children to identify adults in the school as a safe adult at home and school to talk to.

Collecting and Reviewing Evidence and Recording Incidents

Where a student has revealed their problem or reported a problem with a fellow student to a member of staff, that staff member will immediately inform the tutor/class teachers of the students involved. The student should try and tell us:

- Who is involved
- The nature of the perceived bullying
- How often it has happened and for how long
- Where it takes place
- Specific examples, where possible

Where a member of staff has concerns about pupil bullying they should immediately inform the class teachers of students involved. The staff member will also complete an entry on CPOMS.

Necessary communication will be made to the relevant parties and parents of those involved, where necessary and follow up information will be recorded on CPOMS.

The Head and Deputy Head, (as DDSL) will decide if a bullying incident should be treated as a safeguarding or child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm. The schools safeguarding procedure will be followed in these instances. (see Safeguarding Policy)

Actions

All instances of bullying will be different and will be responded to differently, as is deemed to be appropriate. The Head will meet with relevant staff to decide on appropriate next steps. Any specific needs of the pupil (for example SEN or medical) will be taken into consideration at this time.

Where intervention is early and no physical violence is involved, we recognise that the most important outcome is that the bullying should stop.

- In incidents where the intention is not there to hurt, the bullying can be diffused early on
- In cases of more severe incidents, those where physical aggression is involved or repeated incidents of bullying behaviour by the same person, then sanctions will be dispensed by the school and parents will be informed. It is the expectation that the bullying will stop.
- If further bullying or retaliation occurs, then, in line with general disciplinary procedures, strategies adopted may range from a pastoral support programme (in- house or by use of external agencies as appropriate) to suspension or permanent exclusion.

Support and Education

Support for the person being bullied

- We undertake to provide support for our pupils by taking their concerns seriously and by dealing with the problem quickly.
- We will try to gain support for the bullied person from friends and classmates.
- We will, when appropriate, inform the bullied person and their parents about the actions taken.
- We will give advice as to what to do if there is a further incident.
- We offer counselling support if needed or requested.

Support for the bully

- The school community does not tolerate bullying, but we recognise that it can occur and that students who bully do so for different reasons.
- It is important that everyone recognises that it is the behaviour and not the student that is not tolerated. We are committed to providing a restorative approach to this behaviour and ensure that we teach the student the skills needed to build lasting and meaningful friendships.

Education

- The school have developed a structured Life Skills /Wellbeing curriculum in line with the national curriculum. Topics related to bullying are taught in each year group. All staff are made aware of incidents concerning bullying to support children at play times and around the school.

Staff Responsibilities

- Make clear that bullying is unacceptable and intervene early.
- Be fair and listen to all children's point of view.
- Ensure children are well supervised at all times.
- Demonstrate caring, empathetic and respectful behaviour.
- Be aware of, and support, the more vulnerable members of the community. If a student confides in you concerning a bullying incident it is the responsibility of the staff member to follow the safeguarding procedures and inform the other staff in our pastoral meeting.

Advice to Students

Bullying happens to both children and adults, and where there is a culture of silence and fear.

At the Pre-prep we aim to be a (speaking out school where bullies will not be tolerated). We want every child to understand that they have rights and know that they can speak out against a bully and they will be heard.

We want people to tell us if they are bullied and we want them to tell us if they see bullying taking place. Also, we want everyone to make it known to bullies that they disapprove of their actions.

Advice for parents:

- Immediately inform the school of the bullying so that the school can support your child and deal with any bullying incident.
- Inform the school immediately if you suspect that your child is being bullied.
- Understandably as a parent you will feel angry in these circumstances but do not confront the bully or the bullies' parents.
- The school will keep you informed of their actions dealing with the bullying incident.

Adults should be aware of these possible signs and should ask their child if:

- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Shows stress related physical systems.