

# Local Anti Bullying Protocol

Beckfoot Heaton is a place where everybody must be able to 'enjoy, learn and succeed'. We expect behaviour from all pupils, staff and volunteers that shows mutual respect for each other in school and beyond. The purpose of this protocol statement is:

- to prevent bullying from happening between children and young people who are a part of our community
- to make sure bullying is stopped as soon as possible, if it does happen, and that those involved receive the support they need
- to provide information to all staff, volunteers, pupils and their families about what we should all do to prevent and deal with bullying.
- This protocol statement applies to anyone working on behalf of Beckfoot Heaton, including senior leaders and the Local School Committee, paid staff, volunteers, sessional workers, agency staff and students. Separate documents set out:
  - our Behaviour Policy for children and young people
  - our Staff Code of Conduct
  - our Staff Discipline, Conduct and Grievance Policy.

This protocol statement should be read alongside our organisational policies and procedures including:

- Child protection/safeguarding policy statement which includes:
  - Procedures for responding to concerns about a child or young person's wellbeing
  - Dealing with allegations made against a child or young person
  - Managing allegations against staff and volunteers.
- Code of conduct for staff.
- Online Safety Policy.
- RSE local policy

We recognise that:

- bullying causes real distress.
- it can affect a person's health and development and, at the extreme, can cause significant harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

# What is Bullying?

We define bullying as dangerous and serious behaviour as described in the behaviour policy.

Behaviour can be by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is when a relationship involves an imbalance of power.

It can be:

- **Social**-being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- **Physical**-pushing, kicking, hitting, slapping, punching, nipping or any use of violence
- **Verbal**- name-calling, sarcasm, spreading rumours, teasing, abusive language
- **Cyber**- all areas of online use such as gaming, social media, email and chat room misuse, text messages, misuse of cameras and videos

We use the acronym STOP (Several Times on Purpose) to ensure pupils understand the repeated nature of bullying.

Since 2015, pupils have been involved in explaining what bullying means to them. These definitions help us to understand what we mean at Beckfoot Heaton Primary School by the word *bullying*.

## In Green Base (years 5 and 6) we think bullying can include:

- Repeated verbal abuse- name calling, swearing or saying things about their family, race, gender or religion
- Repeatedly doing things you don't like people doing to you, including leaving people out, pushing people around
- Repeatedly physically hurting someone, including in the line or a game
- Repeatedly doing or saying things to or about a person, on paper or on the internet

## In Blue Base (years 3 and 4) we think bullying is:

- Hurting someone's feelings again and again
- Teasing or picking on someone again and again
- Saying unkind words or swearing again and again
- Making fun of other people, including how they look or their skin colour again and again
- Physically hurting someone again and again
- Not letting people join in with games or deliberately leaving them out
- Texting mean things to someone or sharing unkind things about them on the internet
- "Making someone feel less like themselves"
- Excluding people

In Yellow Base (years 1 and 2) we think a bully is someone who hurts or upsets you all the time in lots of different ways.

In Red Base (birth to age 5) we think a bully is someone who makes me feel sad again and again.

## We aim to prevent bullying by:

- Teaching all children how to be GREAT PEOPLE with a specific focus on our INTEGRITY value; we emphasise the importance of community
- Through our PHSE and RSE curriculum we teach the importance of belonging; defining what bullying is; what to do if you are a victim, how to behave as a witness; and why people bully. This is reinforced through our assembly schedule.
- Every year, we specifically raise the profile of bullying through a series of activities and assemblies during Anti Bullying week.
- We encourage a curriculum and activities that promote positive relationships and a desire to include everyone.
- We use "Circle of Friends" to build relationships between children in classrooms.
- Using our behaviour protocol consistently.
- We monitor and review our anti-bullying and behaviour protocols on a regular basis.
- We seek to learn from best practice seeking advice and support when appropriate.
- Information about bullying and what to do if you are bullied is displayed on school notice boards.

Our pupils say we can prevent by:

- Saying to the person, or people, "I don't like it, don't do it again."
- Telling a trusted adult
- Explain it is hurting your feelings
- Ignoring and walking away at first
- Standing up for your friends by telling an adult
- Bullying awareness cause.
- Safe space to share and discuss why a person may be bullying

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing and celebrating diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

## A listening school

- We constantly remind children that if they have any worries, they should confide in a trusted adult – at home or at school.
- We provide a safe way for children in bases to report any bullying behaviour, this reporting is taken seriously by all staff.
- We provide opportunities for children to share in other ways as appropriate – worry box, peer mentors, school counsellor.
- Any bullying incident will be recorded by teachers or observers of the incident on CPOMS. Actions in regard to the reported incident will be allocated to a names individual.
- Reports of bullying by parents will be listened to, fully investigated and recorded on CPOMS
- Bullying incidents will be investigated by class teachers and / or and the leadership team
- Children who are repeat offenders or a more serious incident will receive support and guidance in line with the Behaviour protocol

- In Red base, children tell an adult in the base as an incident occurs and it is dealt with straight away. Sometimes other children tell an adult that they have seen something happening. Staff members also record on CPOMS if they witness inappropriate behaviours.

## Role of adults in school

- **All staff**- be aware of signs of bullying behaviour. Report any incidents on cpoms.
- **Class teachers** -teach about bullying in PSHCE lessons and whenever it arises. Support pupils in your class to make the right choices.
- **Quality of Education leaders** - support class teachers, work alongside Inclusion team to provide support and guidance to victims and perpetrators.
- **Inclusion team** – use the tracking system to monitor behaviour after bullying behaviours have been identified, support victims of bullying, support children displaying bullying behaviour, review ISPs.
- **Senior Leadership Team**-investigate allegations of bullying. Follow up with actions, ensure all staff and families are aware.

**ALL BULLYING IS TO BE TREATED SERIOUSLY AND WILL BE THOROUGHLY INVESTIGATED**

## Role of pupils

- Pupils will follow our school values: Growth, Commitment and INTEGRITY so they are GREAT PEOPLE
- Pupils will report any incidents of bullying
- Pupils will be positive bystanders if they see bullying happening in our school

## Role of families

- Families will report any incidents of bullying to the school as per the home school agreement
- Families will support the school and work in partnership to help eradicate bullying

## Recording

All allegations of bullying will be investigated and recorded on a child on child abuse log on CPOMS and on the behaviour tracker. All subsequent actions will also be recorded on CPOMS.