

Beckfoot Upper Heaton

Anti-Bullying Policy

Approved by: L. Morgan

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Beckfoot Anti-Bullying Policy

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It has also considered the DfE statutory guidance “Keeping Children Safe in Education” 2022 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance. The school have also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”. Also, the DfE research into anti-bullying practices has been utilised to help formulate this policy. Further information can be found at: www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

1) Policy objectives:

- This policy outlines what Beckfoot Upper Heaton School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Beckfoot Upper Heaton School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Links with other school policies and practices [\(Link\)](#)

- This policy links with several school policies, practices and action plans including:
 - Beckfoot Upper Heaton Behaviour Policy
 - Beckfoot Upper Heaton RSE, PSHCE and SMSC Policy
 - Beckfoot Upper Heaton Sexual Harassment policy
 - Beckfoot Upper Heaton Child-on-child abuse policy
 - Trust Behaviour Policy
 - Trust Child Protection and Safeguarding Policy
 - Trust Code of Conduct Policy
 - Trust Complaints Procedure
 - Trust Equality and Religious and Cultural Needs Policy
 - Trust GDPR Data Protection Policy
 - Trust Incident Reporting Policy

3) Links to legislation and Guidance

- There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
 - The Education and Inspection Act 2006, 2011
 - The Equality Act 2010
 - The Children Act 1989
 - Protection from Harassment Act 1997
 - The Malicious Communications Act 1988
 - Public Order Act 1986
 - Behaviour and Discipline in Schools Guidance 2016
 - Mental Health and Behaviour in Schools 2018
 - Counselling in schools a blueprint for the future: 2016
 - Keeping Children Safe in Education (KCSIE) 2022
 - Working together to safeguard children 2018.

Definition of Bullying: “behaviour by an individual or group, repeated over time”. Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

Procedures Flowchart

Dealing with bullying behaviour in or out of school

A report of bullying is made to the school

Student - by speaking to any member of staff. Member of staff will then log on CPOMs, continue to monitor and report any further issues/incidents (either in lesson or in community).

Parent/Carers - made through email to Year Teams or phone call to school. Communication logged on CPOMS

Head of Year or Key Stage Lead

Gathers details about bullying concerns, including as required:

- (1) Conversations with student(s) – victim(s), alleged instigator(s), witnesses – recorded in a written statement
- (2) Conversations with teachers and other relevant staff
- (3) Has there have been previous incidents, behaviours or concerns between named and or other students (as recorded on CPOMS)

Pastoral Team use the evidence gathered and the Anti-Bullying Policy to determine if the incident(s) is bullying.

Yes

No

Parent/Carers promptly informed of outcome. Any repeated behaviour will receive an escalated sanction as per PLS.

Continue to **monitor** closely and offer support as appropriate

Discuss concerns with students involved. Prompt update given to parents/carers on actions taken by the school. Appropriate sanction issued as per school Positive Learning Strategy (PLS).

Student who experiences bullying

Student who bullies others

Appropriate intervention is put in place and communicated to all relevant staff to ensure the victim feels supported, listened to and minimise the risk of a repeat incident

Parents/Carers contacted and if required a meeting arranged with Year Team, ask:
Appropriate intervention (sanction and education) put in place and communicated to all relevant parties to minimise the risk of a repeated incident.

This will be recorded on school monitoring system (CPOMS)
If incident is repeated PLS sanction will be applied with appropriate escalation.

Where necessary the Support & Challenge Team may contact external agencies including Children’s Social Care and/PCSO or Police for support.

5) Responsibilities

- It is the responsibility of:
 - The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
 - Trust Board to take a lead role in monitoring and reviewing this policy.
 - All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly Staff receive updates and safeguard training to ensure they understand the principles and purpose of the school's safeguarding policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
 - Parents/carers to support their children and work in partnership with the school.
 - Pupils to abide by the policy.
 - DSL and Safeguarding team to ensure safeguarding needs are met.
 - Support and Challenge team to offer pastoral care for students.
 - SENDCo – to support the needs of vulnerable and SEND students
 - PCSO – Police Community Support Officer to support the school for more serious incident, both in and out of school.

6) Definition of bullying

- The DfE guidance, 'Preventing and tackling bullying', defines bullying as "behaviour by an individual or group, repeated over time". However, we recognise that there may be times where isolated acts of unkindness, perhaps from different students, would not fall under this definition of bullying because it is not repeated by the same person or group. These incidents, should they go unnoticed or unchallenged, can accumulate, and although there may not be a bully, there is someone who may feel they are being bullied. We have a proactive approach to ensuring that should any such incidents occur, they do not go unnoticed and unchallenged, and appropriate support can be put in place as needed. There are 4 main strategies:
 1. Our preventative PSHCE programme educates young people around appropriate behaviours and interactions.
 2. All members of staff use PLS to sanction students for individual incidents, in order to reinforce our expectations around zero-tolerance and how we behave towards one another.
 3. Any member of staff who feels that a student may be receiving repeated isolated incidents will report this concern to the student's Year team.
 4. Year teams ensure that all incidents they are made aware of, or reports of concern from a member of staff, are logged appropriately on SIMS and CPOMS, in order that any patterns can be spotted quickly and appropriate intervention can take place.
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying can occur both in and outside of school.

7) Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
 - o Bullying related to physical appearance
 - o Bullying of young carers, children in care or otherwise related to home circumstances
 - o Bullying related to physical/mental health conditions
 - o Physical bullying
 - o Emotional bullying
 - o Sexual bullying and harassment – Peer on Peer abuse
 - o Bullying via technology, known as online or cyberbullying
 - o Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

8) School ethos

- Our Beckfoot Upper Heaton values of Excellence, Integrity and Kindness are central to everything we do at school. As a result, we instill a culture of respect and tolerance within our community to ensure incidents of bullying are minimal.
- The school community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential. Bullying and issues connected with bullying and safeguarding are woven into the taught curriculum pastoral work of the school and Personal Development Programme.
- Our Positive Learning Strategy (PLS) promotes and encourages positive routines and expectations and an orderly environment in school.
- Our Community:
 - o Monitors and reviews our anti-bullying policy and practice on a regular basis.
 - o Supports staff to promote positive relationships to help prevent bullying.
 - o Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
 - o Will intervene by identifying and tackling bullying behaviour appropriately and promptly.

- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate. We work closely with agencies and organisations to educate and raise awareness of students. We also work with the wider community such as the police and children's services to agree a clearly understood approach to cases where bullying is particularly serious or persistent and where a criminal offence may have been committed.

9) Responding to bullying

- The following steps may be taken when dealing with all incidents of bullying reported to the school:
 - If bullying is suspected or reported to a member of staff, this will be passed on to relevant year lead in the pastoral team to investigate and deal with the incident appropriately.
 - The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in the outcome of the investigation, as appropriate.
 - The DSL or a member of the safeguarding team will be informed of all bullying issues where there are safeguarding concerns. This will be recorded on the schools safeguarding software (CPOMs).
 - The school will speak with and inform other staff members, where appropriate.
 - The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
 - Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
 - If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
 - Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL or member of the safeguarding team will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
 - Statements will be collected for bullying incidents in accordance with existing procedures. This will include recording appropriate details regarding events and action taken.
 - Year teams ensure that all incidents they are made aware of, or reports of concern from a member of staff, are logged appropriately on SIMS and CPOMS, in order that any patterns can be spotted quickly and appropriate intervention can take place.

Cyberbullying

- When responding to cyberbullying concerns, the school will:
 - Act as soon as an incident has been reported or identified.
 - Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
 - Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
 - Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems
 - identifying and collecting statements from possible witnesses
 - Contacting the service provider and the police, if necessary
 - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
 - Requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
 - Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
 - Inform the police if a criminal offence has been committed.
 - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - Advising those targeted not to retaliate or reply
 - Providing advice on blocking or removing people from contact lists
 - Helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

- *Pupils who have been bullied will be supported by:*
 - Reassuring the pupil and providing continuous pastoral support. Where we feel it is necessary, sessions with our wellbeing team will be offered.
 - Offering an immediate opportunity to discuss the experience a member of staff from the year team.
 - Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
 - Working towards restoring self-esteem and confidence.
 - Providing ongoing support; this may include: working and speaking with staff, referring for counselling, engaging with parents and carers.
 - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service or through a referral to our wellbeing team.
- Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and access to these devices be monitored by parents
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from our PCSO, the Police or referrals to Early Help, Children Social Work Service, or through other external agencies.

Supporting adults

- Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.
- Adults who have been bullied or affected will be supported by:
 - Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
 - Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
 - Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
 - Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
 - Reassuring and offering appropriate support.
 - Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- Adults who have perpetrated the bullying will be helped by:
 - Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
 - Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
 - If online, requesting that content be removed.
 - Instigating disciplinary, civil or legal action as appropriate or required.

10) Preventing bullying

Environment

- The whole school community will:
 - Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.

- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child-on-child abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos
- Deliver a curriculum that promotes positive relationships – both in subjects and PSHE/RSE education.

We have a proactive approach to ensuring that should any such incidents occur, they do not go unnoticed and unchallenged, and appropriate support can be put in place as needed. There are 4 main strategies:

- Our preventative PSHE programme educates young people around appropriate behaviours and interactions.
- All members of staff use PLS to sanction students for individual incidents, in order to reinforce our expectations around zero-tolerance and how we behave towards one another.
- Any member of staff who feels that a student may be receiving repeated isolated incidents will report this concern to the student's Year team.

Policy and Support

- The whole school community will:
 - Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
 - Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
 - Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
 - Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
 - Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

- The school community will:
 - Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, PSHCE, tutor sessions, assemblies, drop down days / external visitors, and peer support.
- Beckfoot Student Leadership (The Student Parliament) is high profile in school and our student leaders advise and help shape school decision making. In relation to anti-bullying, there is a specific sub-group devoted to promoting diversity and tolerance. These groups feedback termly to the School Leadership team on their impact.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

11) Involvement of pupils

- We will:
 - Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
 - Regularly canvas children and young people's views on the extent and nature of bullying.
 - Ensure that all pupils know how to express worries and anxieties about bullying.
 - Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
 - Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
 - Utilise pupil voice in providing pupil led education and support
 - Publicise the details of internal support, as well as external helplines and websites.
 - Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

12) Involvement and liaison with parents and carers

- We will:
 - Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
 - Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers via the school website.
 - Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
 - Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
 - Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
 - Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

13) Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The policy will be reviewed by a senior member of staff every two years.

14) Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying

- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related