



BEAUDESERT PARK SCHOOL

ANTI-BULLYING POLICY

The aim of the policy is to promote and instill the values of respect, tolerance and care for all. We are committed to creating a purposeful, nurturing and supportive environment for every member our community in which people feel valued, able to be themselves, and free from intimidation and bullying of any sort. All members of the community, including Governors, Headmaster, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the School policy on bullying: therefore the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. Bullying is an antisocial behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

This is a whole school policy, including the EYFS.

It should be read in conjunction with the following policies:

- Promoting Welfare and Safeguarding;
- E-Safety
- Equal Opportunities
- Behaviour
- SEN
- Exclusion, Removal and Review
- Personal Development and PSHCE.

This anti-bullying document is also compliant with:

- National Minimum Standards for Boarding School (2015), Standard 12: Promoting Positive Behaviour and Relationships
- Equality Act, 2010
- SEND Code of Practice 2015: 0 to 25 years
- DfE guidance, 'Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies', October 2014
- The Education Act 2011
- Keeping Children Safe in Education, DFE, September 2016

DEFINITION OF BULLYING

Bullying is a form of anti-social behaviour that has no place in this School.

Bullying can include any sort of physical or mental intimidation or exclusion of a person by another or a group, which causes anxiety or stress to the 'victim'.

Bullying may involve actions or comments that are sexual or sexist, homophobic, racist, which focus on religion or cultural or family background, special educational needs, disabilities or physical attributes (such as hair colour or body shape). It may also be unpleasant in other ways.

Bullying may occur in any situation and it is important that we are not complacent about it.

THE SCHOOL'S RESPONSE TO BULLYING

Bullying by any member of the School community is unacceptable as everyone at Beaudesert has the right to attend School with peace of mind and the expectation of being treated with respect by others.

Beaudesert is proud of its record over the years as a caring, sharing family community aimed at developing happy, fulfilled young people.

We recognise and agree with the often quoted belief that, 'a school which says that it has no bullying is either being economical with the truth or doesn't know what is happening within its walls'.

The following, therefore, is the process by which we at Beaudesert aim to ensure that:

1. Incidents of bullying occur as little as possible.
2. When and where they do occur they are identified quickly, and dealt with effectively, for all concerned.

Bullying can take many forms including:

- Physical actions such as kicking or pinching
- Direct verbal intimidation such as name-calling, hurtful teasing or personal insults
- Indirect verbal abuse such as spreading false rumours or passing malicious notes
- Gestural hostility such as deliberately ignoring or rejecting another person
- Passive bullying by remaining a bystander
- Cyber bullying
- Racial, Religious or Homophobic bullying
- Special Educational Needs or physical disability

At Beaudesert we consider any action either verbal, physical, or psychological which causes intentional hurt to another person to be bullying. Any unintentional actions which have the same effect can be as harmful as intentional acts of bullying and these need to be looked for and guarded against.

At Beaudesert there are no 'initiation ceremonies' intended to cause pain, anxiety or humiliation.

Every member of the community may find themselves in a situation where they come across an incidence of bullying. Therefore we are all in a position to be the first line of defence against bullying.

We should all strive for high standards of mutual care and support.

Pupils should be encouraged to talk freely and openly about their concerns.

Pupils need assuring that the 'bully' has already broken the 'code of honour' and doesn't deserve protection. Pupils should tell an adult immediately that they are aware of any bullying taking place, whether to themselves or any other member of the Beaudesert community.

Incidents of bullying may be brought to the attention of members of staff by parents as children will naturally often confide in them first.

Reports of bullying should always be taken seriously and dealt with as quickly as possible in the following way:

- Assess the situation by listening to all parties involved
- Think hard as to whether the action you take needs to be private or public. Consider the people involved
- Reassure the victim(s); offer the victim(s) practical advice, help and support
- Make it quite clear to the bully that his/her actions are unacceptable
- Encourage the bully to see the victim(s) point of view
- Punish the bully if it is necessary to do so, making sure that you explain the punishment and why it is given
- Try, if appropriate, to bring the bully and victim(s) together in your presence to discuss future behaviour and agree on strategies for avoiding reoccurrences if necessary

Each incidence of alleged bullying may need to be treated differently. Many courses of action may follow an investigation, such as:

- The two parties will be brought together by the Deputy Head or Assistant Head (Pastoral) to mediate the problem
- Children involved may be asked to explain themselves in front of the Headmaster
- The child accused of bullying may be asked to apologise to the victim's parents
- The Head may deliver a strong warning to the accused concerning his/her future behaviour and his/her place in the school

The Co-ordinator of PSHCE (Assistant Head (Pastoral)) is always available for discussion and advice on any particular situation.

If the incident is more serious the following people may be involved in the resolution, depending on the degree of seriousness:

- a) The two form teachers concerned and Housemaster for boarding incidents
- b) The two form teachers with the Deputy Head or Assistant Head (Pastoral)
- c) Designated Safeguarding Lead
- d) The Headmaster
- e) Head of Pre-prep

Parents will be involved when the staff concerned with resolving the incident, together with the Headmaster, deem it necessary.

All incidents judged to be significant by the adults who deal with them will be recorded under individual names within the incident book. Less significant incidents will be recorded if they form a 'noticeable pattern of behaviour'. In the case of severe or persistent bullying, sanctions will be taken which may lead to exclusion from the School as set out in the Behaviour Policy.

Weekly pastoral meetings which Prep School staff attend will be the forum through which other members of staff are informed of incidents on a 'need to know' basis. Incidents involving Pre-prep children are discussed at Pre-prep staff meetings. Staff are made aware of areas of the School where bullying may take place.

The PSHCE curriculum and Assemblies are used to ensure the whole School has an anti-bullying culture.

CYBER-BULLYING

Cyber-bullying can be defined as "the use of ICT technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others"

Cyber-bullying could involve communications by various electronic media, including for example:

- Texts, instant messages or calls on mobile phones
- The use of mobile phone camera images to cause distress, fear or humiliation
- Posting threatening, abusive, offensive or humiliating material or comments on websites (including blogs, personal websites and social networking sites such as Facebook, Instagram, Twitter or YouTube)
- Using e-mail to message others in a threatening or abusive manner, or
- Hijacking/ cloning e-mail accounts.

For the prevention of cyber-bullying, the School takes the following measures:

- Expects all pupils to adhere to its Pupil Code of Conduct for ICT. Certain sites are blocked by our filtering system and our ICT Support Department monitors pupils' use
- May impose disciplinary sanctions for the misuse, or attempted misuse, of the internet
- Issues all pupils with their own personal School email address. Access to personal email sites such as "hotmail" is not allowed from School computers/tablets inside School
- Offers guidance on the safe use of social networking sites and cyber-bullying in PSHCE & ICT lessons, which covers blocking, removing contacts from "friend" lists and sharing personal data
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe
- Does not allow the use of mobile phones or cameras in School

(please see associated policies for more details)

NURSERY & EYFS CHILDREN

Even the youngest children at Beaudesert are encouraged to behave towards each other with kindness and consideration. They are encouraged to learn to look after their own possessions and to respect others' possessions. We expect them to be honest, helpful and polite, and to work hard and to listen to others. They should respect everyone and learn to value differences and diversity. The Head of the Nursery Department is in charge of the management of behaviour in the Nursery.

In the Pre-prep, we explain to children why some forms of behaviour are unacceptable and hurtful to others. We rarely need to impose sanctions in the EYFS. Occasionally, a child may be sent to see the Head of Pre-prep, who will explain the inappropriateness of a particular action, and will follow this up with a phone call to the parents.

Copies of the Behaviour Policy (including EYFS children) are available for parents to read in the department.

This policy is available to all parents of pupils and prospective pupils on our website. It is communicated to all staff and pupils including junior and recently appointed staff.

This policy can be made available in large print or other accessible format if required.

Authorised by	A Melvin <u>Chair of Boarding & Pastoral Committee</u>
Date 21/11/17	
Approved by	M Pyper <u>Chair of Governors</u>
Date 21/11/17	
Last Reviewed	November 2016
Next Review	November 2018