

**ANTI-BULLYING POLICY**

Implemented on; 07/03/24

To be reviewed on: 07/03/25

1. **INTRODUCTION**
   1. At The Beehive School, we believe that every member of the school community should feel safe and always respected. This policy is designed to support children, staff, and parents to recognise, report and address any bullying issues. We aim to promote a caring, nurturing, and supportive environment where every child matters and support is given to all parties who may be involved in instances of harmful or hurtful behaviours. This policy explains the ways in which we work together to ensure we take a consistent approach to this, and how we support all pupils in this regard in a positive and pro-active manner.
   2. Our anti-bullying policy aims to;

* Help create a safe, secure, and consistent environment which aims to reduce pupils’ anxieties wherever possible
* Provide tailored support to all pupils who may be experiencing or exhibiting harmful, hurtful or bullying behaviours
* Encourage a positive and caring ethos between adults and children where all feel safe to report any incidents of bullying or harmful/hurtful behaviour, know they will be taken seriously and know that staff will try to resolve and issues appropriately
* Raise awareness of the different types of bullying
* Help children, staff and parents understand the reasons why a child or group of children may show harmful or hurtful behaviour
* Raise awareness of early signs of distress
* Ensure all members of the school community are clear about their responsibilities with regard to the eradication of bullying in our school
* Have a consistent approach to bullying throughout the school making clear what is and what is not bullying behaviour.

1. **WHAT IS BULLYING?**
   1. Bullying is behaviour that intentionally and persistently causes distress to others. The Department of Education defines bullying as:

***“Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him/herself.”*** (Pastoral Care in Schools: Promoting Positive Behaviour’ (2001) And

***“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.*** (DfE “Preventing and Tackling Bullying” 2014)

**Victims of bullying;**

* 1. All children can experience bullying and be affected by it. However, there are factors that may make some children more vulnerable to bullying. These factors can be things such as age or stature or environmental factors such as experiencing neglect at home or having a lack of friends. Any vulnerability factors such as these will be considered by The Beehive school when assessing and creating each pupil’s curriculum and support plan.

**Children exhibiting bullying behaviours;**

* 1. All children can display harmful, hurtful and/or bullying behaviour. This may be for a wide variety of reasons, such as facing difficulties outside of school and/or experiencing bullying or violence themselves, copying behaviour seen at home, on TV or games. As outlined elsewhere in this policy, The Beehive school take the approach that all behaviour is a means of communication and this will always be a starting point for staff when addressing and supporting instances of bullying behaviour, whilst also balancing this with ensuring the safety and welfare of all pupils.

**Forms of Bullying**

* 1. Physical Bullying involves acts that cause physical harm such as hitting, kicking, tripping someone up, throwing things, pulling hair, or hiding/damaging someone’s property. Physical bullying can also include threats or extortion.
  2. Verbal Bullying involves acts that are spoken such as name calling, using insulting or offensive remarks, ridiculing someone’s appearance or personal characteristics or spreading malicious or nasty information or rumours.
  3. Emotional Bullying involves acts such as excluding others from activities or settings, belittling other people’s achievements or abilities, using menacing or threatening looks/stares and using rude signs or gestures.
  4. Cyber Bullying involves online or technology-based acts that cause harm or hurt such as misuse of emails, text messages, social media, forums etc to hurt, embarrass, demean, harass, humiliate or provoke another person. It also includes misuse of phone calls to cause the above harm. The publishing or manipulation of private information may also be a form of cyber bullying.

**Signs of Bullying**

* 1. The Beehive school are aware that there are no single or sure signs of bullying, and indeed many of the signs may be hard to identify or be behavioural. There are however some factors that staff must be alive to, and the presence of any of these should be considered in a wider context and not just in isolation.
* Not wanting to attend school, increase in ‘illness’ or a change in their behaviour or learning within lessons
* Physical injuries such as unexplained bruises or marks
* Belongings getting ‘lost’ or damaged
* Asking for or stealing money or other items
* Changes in behaviour such as being nervous, losing confidence, becoming withdrawn or distressed; or becoming unregulated and/or heightened and struggling to contain their behaviour
* Difficulties with eating or sleeping
* Showing harmful, hurtful or bullying behaviours to other

1. **OUR PRINCIPLES** 
   1. We are committed to identifying and addressing any instances of bullying that affects our pupils. We also, however, strive to do so in a trauma informed way and understand that there may be many factors that can influence children’s behaviour and lead to hurtful or harmful behaviour towards others. One of The Beehive school’s main ethos area is that all behaviour is a form of communication, and we will always be mindful of this while also ensuring that our pupils do not experience any behaviour that is damaging or harmful.
   2. When considering our approach to bullying behaviour, we adopt the following principles;

* Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear
* The welfare/well-being needs of all children and young people are paramount and all pupils’ needs need to be separated from their behaviour
* When bullying concerns are identified our school will work in a restorative, solution focused and trauma informed way to address and support this
* Pupils who are subjected to bullying behaviour will be listened to and supported.
* Pupils who engage in bullying behaviour will be listened to and encouraged to accept responsibility and adapt their behaviour whilst also being supported by staff who understand that they behaviour may be communicating an unmet need
* Staff will receive training on how to identify, prevent and address bullying behaviours including learning effective, appropriate strategies for intervention
* Where a concern arises, staff will receive ongoing support from staff from the Senior Leadership team where needed
* Parents will be made aware of our school’s practice to prevent and to respond to concerns through parent information meetings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child.

1. **OUR RESOURCES TO ADDRESS BULLING** 
   1. The Beehive school encourages a ‘whole-school approach’ in which children and adults work together to create an environment where everybody has a clear understanding of what behaviour is safe and unsafe, and where everyone understands what action will be taken in certain circumstances. We have adopted the following resource plan in this respect in relation to bullying;

* Our curriculum will explore bullying and harmful behaviour so that we can aid pupils to understand what is bullying behaviour and what support is available to them. This will include a variety of teaching methods such as using drama; role-play and books/stories. Children will be guided to understand the feelings of children who have been bullied, but also of children who may show bullying behaviour, and to practise the skills they need to avoid bullying
* Online Safety teaching embeds work related to cyber-bullying and safety online and how to combat it
* All students will have an allocated staff member with whom the school will promote a positive and enduring relationship. This relationship aims to provide a safe space for children to be able to discuss difficult areas such as bullying.
* All school staff, teaching, and non-teaching, will be familiar with the Anti Bullying Policy and procedures for dealing with reports of bullying
* All school staff, teaching, and non-teaching, will receive training to aid their ability to pro-actively identify instances of bullying and take a child led and trauma informed approach to this
* Our curriculum will be adapted in line with the environment within the school, for example increased focus on bullying and friendships/relationships if a particular issue with bullying is identified or during anti-bullying week
* Appropriate leaflets and literature will be provided for the children when appropriate
* Parents will be issued with a copy of the school’s Anti-Bullying policy on the school website and in paper form if requested. They will be aware of procedures to use if they are concerned that their child is being bullied or does not feel safe to learn.
* We will use outside agencies for support if needed, ie; NSPCC, Childline
* Staff will provide vigilant supervision during lessons and periods of free time
* We will utilise the school’s reward and incentive system to promote and encourage positive behaviour
* Working in close partnership with parents/carers

1. **THE ROLE OF THE HEAD OF SCHOOL**
   1. Head of School 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 children.
   2. The Head of school , supported by the Senior Leadership Team reviews this policy on a regular basis and, if necessary, they make recommendations for further improvements. The school’s Designated Safeguarding Officer and Governor responsible for Safeguarding & Inclusion also meet regularly to monitor and review this policy.
   3. Any incidences of bullying are reported to the governors each term through the Head of schools Report to Governors.
2. **RECORDING**
   1. The Beehive staff all understand the importance of accurately recording any and all incidents, interviews and all actions taken.
   2. All staff will ensure that recordings will be completed within 24 hours and will comply with the safeguarding and behaviour management recording procedures.