

# Local Anti-Bullying Protocol

Beckfoot Priestthorpe is a place where everybody must be able to 'enjoy, learn and succeed'. We expect behaviour from all students, 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 Priestthorpe, 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.

## What is Bullying?

Bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally.

This protocol has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

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.

## We will seek to prevent bullying by:

Following our behaviour policy that sets out how pupils expected to behave, in face-to-face contact and online, and within and outside of our activities holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:

- everyone’s responsibilities to look after one another and uphold the behaviour policy
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
  - the needs of the person being bullied
  - the needs of the person displaying bullying behaviour
  - needs of any bystanders
  - our organisation as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

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

Beckfoot Priestthorpe takes all allegations of bullying seriously. We will deal with allegations of potential bullying promptly and efficiently.

## Role of adults in school

- Adults will listen with an open mind to all concerns
- Adults will ensure all children are supervised at all times
- Adults will be vigilant to bullying behaviours
- Adults will monitor children who have disclosed bullying closely
- Class teachers of victims will speak to the accuser, the accused and any witnesses. These conversations will be recorded on CPOMS
- Class teachers of victims will complete follow up logs on CPOMS with records of any incidents
- SLT will support teachers as necessary
- All staff will teach children about how to know the signs of bullying and be a positive bystander/upstander
- SLT will plan assemblies throughout the year to teach children about antibullying and provide inspirational speakers (see school calendar)
- SLT will analyse bullying data to check that incidents of bullying are rare and no patterns are emerging
- SLT will enforce sanctions for children who are repeat offenders in line with the behaviour protocol.

## Role of pupils

- Pupils will follow the school rules of: Be responsible, be respectful, be ready to learn, be kind.
- 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.

