



Anti - Bullying Policy Document

The Beacon Folkestone Anti-Bullying Policy

Statement of Purpose

The Beacon Folkestone Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy at their Pupil Leaders Forum meetings.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately, by having an open door policy so that staff are able to discuss any concerns as and when they arrive.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.
- Schools have a robust system in place for recording, consulting and rectifying any concerns.

Definition of bullying

Bullying is defined at The Beacon Folkestone as ...

the repetitive, intentional physical/emotional hurting of one person or group by another person or group, where the act of the bully is to assert power over the individual or group.

Bullying can include; name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.

- Bullying related to sexual orientation.
- Bullying of young carers or children in care or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

Procedures

If you are the victim;

- In the first instance and you feel comfortable to do so, try and talk to the person to see if they have any idea how they are making you feel. You could just be making him/her aware that you think that what he/she is doing is wrong.
- Share your feelings with someone else.
- If possible talk to a member of staff, such as your tutor, your teacher, your TA or someone from MAST. They may well be able to advise you on an appropriate course of action, or will be able to involve other people who can. There are also people outside the School who would be willing to help:

Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the Student Council.
- Train all staff including relief TAs and those not working directly with children to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.

Involvement of pupils / students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- The recording of racial incidents
- Behaviour Policy
- Complaints policy
- The teaching of Citizenship and PSHE Education
- Confidentiality Policy

Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DCSF and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leadership Team, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The Basic Process

- The pupil reports to an adult that they believe they are being bullied
- The adult gets all the facts from the pupil
- Depending on the type of bullying the adult will write up 'time recording form' and speak the individual/s involved to get as much information as possible
- The adult may decide to speak to their line management, refer to MAST and/or other agencies that may be involved.
- The adult will contact parent

- Meetings to be arranged and outcomes decided, these may include reparation, sanctions, counselling, workshops etc.
- Outcomes to have a positive impact for all.



We are members of the anti-bullying alliance

UPDATE SCHEDULE

Version	Reviewed	Reason for Update	Next review date	Governor agreement
1	Nov 16	reviewed	Nov 18	N/A