



The New Beacon

Ex Fumo • Dare • Lucem

ANTI-BULLYING POLICY

APPLICABLE TO WHOLE SCHOOL, INCLUDING EYFS AND BOARDERS

The New Beacon
Brittains Lane
Sevenoaks
Kent TN13 2PB

THE NEW BEACON



Introduction

All who work at New Beacon are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

We want all our pupils to feel safe in every corner of the school.

Our ethos

Behaviour at New Beacon is usually excellent, and bullying is rare. The school encourages respect, kindness and acceptance. There is a culture of good behaviour where pupils treat each other and the staff with respect because they know that this is the right way to behave. A clear understanding of how our actions affect others permeates the whole school environment, and this is reinforced by staff and older pupils, who set a good example to the rest.

Prevention

At New Beacon we try to prevent bullying by:

- having a clear 'Code of Conduct' for all pupils and staff
- having and adhering to a clear, working Anti-Bullying Policy
- having close links between staff, pupils and parents
- holding daily communication between staff
- having a good form tutor system
- being vigilant at break times
- discussing bullying in CPSHE
- addressing bullying issues in form time / lessons / assemblies

What Is Bullying?

Bullying is when a pupil persistently acts in such a way that another boy's happiness is directly affected.

Bullying is hurtful behaviour by an individual or group, repeated over a period of time.

Bullying can be:

Verbal	Name calling, offensive or discriminatory comments about looks / colour / shape / nationality / religion / culture / family / skills / intelligence / special needs / disability / gender / homophobia , teasing, sarcasm, spreading rumours, mocking, imitating
Physical	Hitting, pushing, pinching, kicking, punching, any physical contact which causes discomfort or distress, gestures
Indirect	Exclusion, subject to malicious rumours or gossip, hiding or taking belongings, being unfriendly
Sexual	Unwanted physical contact, sexually abusive comments, focusing on the issue of sexuality
Cyber	Threats / unpleasant comments via text messages, e-mail, chat rooms, websites, social media (e.g. Snapchat, Instagram) Posting photos or video clips against wishes
Emotional / psychological	Deliberately trying to scare or humiliate, isolating, ignoring
Other	Related to disabilities or special educational needs

The effects of bullying

Bullying is serious.

Bullying hurts. No one deserves to be a victim of bullying.

Everybody has the right to be treated with respect.

Bullying can result in pain, distress, lack of confidence, low self-esteem, depression, anxiety, psychological damage, and self-harm.

Bullying is not a specific criminal offence, but there are criminal laws which apply to harassment and threatening behaviour.

If bullying is not tackled, it can have a devastating effect on individuals, and can have a lasting effect, even into adult life.

Bullies come in all shapes and sizes

Bullies are not always obvious.

They can be any age, any size.

Sometimes they seem to be popular.

Sometimes they act alone, and sometimes in groups.

Sometimes they get someone else to do the bullying for them.

Response to Bullying

Bullying of any kind is unacceptable at our school.

If bullying does occur, pupils should feel they can tell someone, and know that incidents will be dealt with promptly and effectively.

Anyone who knows that bullying is happening is expected to tell someone who could help.

Pupils who are bullying need to learn different ways of behaving.

Everyone at New Beacon has a responsibility to respond promptly and effectively to issues of bullying.

Whether a pupil is being bullied, or knows that someone else is being bullied, he has a duty to report it. Remember, boys: Your silence is the bully's greatest weapon!

Advice for pupils:

If you are being bullied in school, outside school, or online ... tell someone straight away.

Who can you tell?

a) Either report it to a member of staff, for example:

- your Form Teacher
- Head of Junior / Middle / Senior School
- Matron
- the Headmaster
- any teacher
- Independent Listener (boarders)

b) OR, tell someone else, and ask *them* to report it for you, for example:

- Senior or Prefect or Head Boy
- a friend
- your parents
- gap staff.

This could be done directly in person, or in writing, or by e-mail, or by telephone.

c) or, you could write it down and post it in the Worry Box / Private Eye

Tell yourself you do not deserve to be bullied, and that it is WRONG!

Be proud of who you are. It is good to be individual.

Try not to show that you are upset. A bully thrives on someone's fear.

Stay with a group of friends. There is safety in numbers.

Be assertive – shout 'NO!' Walk away confidently.

Retaliating can make things worse.

What will happen next?

New Beacon has a zero tolerance attitude to bullying, and bullies will be punished.

Any reports of bullying will be taken very seriously.

The person you have told will inform the most appropriate adult, usually the head of your year group.

The head of your year group will take the matter very seriously, and will deal with sensitively and fairly.

He / she will want to talk to you to find out what has been happening.

He / she will help to stop the bullying quickly.

Incidents are recorded.

If the incident is serious, parents may be informed, and a meeting arranged to discuss the problem.

The bully (bullies) may be asked to make a sincere apology. If appropriate, the pupils may be reconciled.

The bully (bullies) may be withdrawn from break times.

They may be put on Daily Report, or given a Minus, and/or a Headmaster's Detention.

After the incident(s) have been investigated and dealt with, each case will be monitored to ensure bullying does not reoccur.

Repetition of an offence will be treated very seriously and may lead to suspension or exclusion. (Refer to Code of Conduct, Sanctions and Rewards Policy)

Support for the person who has been bullied

The victim will have the opportunity to talk with any adult he feels comfortable with, to talk about his feelings and about what happened.

The adult will impress upon the victim that it is not his fault that he was bullied.

The form teacher will ensure that the victim has support from his friends, and that he is not alone at break times.

All teachers will be aware of the bullying and will keep a close eye on the victim.

Support for the bully

The reason for the bully's behaviour will be investigated.

Every effort will be made to help the bully change his behaviour.

The head of section and the form teacher will help the bully to understand why his behaviour was wrong, and to understand why the bullying must not happen again.

There will be opportunities in form time / CPSHE / assemblies for pupils to discuss relationships, feelings, and the effect bullying can have on individuals.

The bully will be monitored closely in the weeks following the bullying incident.

Advice for staff:

- Keep in touch, read e-mails, attend meetings, keep an eye on pastoral notes
- Be alert to situations which could potentially lead to bullying
- Keep a careful eye on behaviour when boys are not directly supervised, e.g. break times, in the corridor, changing for games
- If a bullying incident arises, refer it to the relevant head of the section of the school. He / she will discuss the incident with you, and the subsequent course of action. If you deal with any bullying incident, you should do calmly, reassure and comfort the victim, never act aggressively towards the culprit, and avoid punishment until all sides of the story have been heard.
- Make a record of all incidents, and ensure other staff are aware. The records may enable patterns to be identified.
- Do not allow mobiles in school (other than for pre-agreed exceptional circumstances)
- Monitor/restrict internet use

- Re-read the Safeguarding policy annually, and attend any relevant training, e.g. Safeguarding training during INSET
- Indicators of vulnerable children may include lack of confidence, wariness, anxiety, aggression, extreme outbursts, withdrawal, isolation from peers, lack of appetite, clinginess, wanting to go to matron, deterioration in academic work, belongings getting 'lost' or damaged.
- A bullying incident may be treated as a child protection incident where there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm. In these situations the DSL should be informed at the earliest possible opportunity. Any serious or criminal allegation will be referred to Local Agencies and the Police.
- Bullying is not a criminal offence, but some types of harassing or threatening behaviour/communications could be a criminal offence. If staff feel that an offence may have been committed, they should seek assistance from the Police.
- Any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

Bullying which occurs off-site

- School staff are allowed to discipline pupils for misbehaving outside school, if it is deemed that it would be reasonable for the school to regulate pupils' behaviour in those circumstances.
- Where bullying outside school is reported to school staff, it should be investigated and acted upon.
- Sanctions can only be imposed and implemented on school premises.

Record Keeping

- All bullying incidents must be reported and recorded in full, and kept by the head of section. The incidents are updated if applicable.
- Detailed notes are made of pupils' accounts, using the words of the pupil.

- This record of bullying enables patterns to be identified. If a pattern is identified, preventative measures are taken. This usually involves a meeting with the parents of the bully.
- Serious incidents are also be recorded in the Serious Incidents Book.

Advice for parents

- Remember that children do occasionally exaggerate problems, and that there is a difference between occasional teasing and bullying
- Look out for unwillingness to go to school, signs of distress, unexplained illnesses, belongings continually going missing
- Either encourage your child to talk to someone at school, or contact the school yourself

This Policy

This policy takes into account DfE guidance given in ‘Preventing and Tackling Bullying’ DfE July 2017, ‘Safe to Learn: Embedding anti-bullying work in schools, DCSF 2007 and also KSCB online safety guidance for schools.

This policy is publicly available on the school website, it is posted in all form rooms in the main school building, and it is printed in the pupils’ planners (Years 5-8).

For further information and advice :

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
www.kidpower.org

Author, Approval, Review

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Approval:	Mike Piercy (Headmaster)

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