





Definition of Bullying: "Behaviour by an individual or group, repeated over time"

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. Bullying is recognised by the school as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Dealing Effectively with Bullying Behaviour In or Out of School Procedures Flowchart

A report of bullying is made to the school

Student - by reporting it to a member of staff or through the STOP email stop@beckfoot.org

Staff - a disclosure is made to staff who will log on CPOMS, continue to monitor and log further incidents/issues Parent/Carers - through email to Year Teams or phone call to school, communication logged on CPOMS

Support and Challenge Team (Head of Year or Pastoral Manager)

Gathers details about bullying concerns, including as required:

- (1) Conversations with student(s), victim(s), alleged perpetrator(s), witnesses recorded in a written statement/CPOMS
- (2) Conversations with teachers and other relevant staff
- (3) Check CPOMS: identify any patterns of previous incidents, behaviours or concerns between named and/or other students



Support and Challenge Team use the evidence gathered (including from CPOMS) and the Anti-Bullying Policy to determine if the incident(s) is bullying

Yes - it is bullying

No - it is not bullying

Parent/Carers informed of outcome. Any further behaviour will receive a sanction as per the PLS.

Continue to **monitor** closely and offer support as appropriate. Letter sent to parents confirming actions and future monitoring.

Discuss concerns with students involved. Prompt update given to parents/carers on actions taken by the school. Appropriate sanction issued as per school Positive Learning Strategy (PLS).

Student who experiences bullying

Appropriate intervention is put in place and communicated to all relevant staff to ensure the victim feels supported, listened to and to minimise the risk of a repeat incident. Letter sent to parents confirming actions and future monitoring.

Student who bullies others

Parents/Carers contacted and if required a meeting arranged with Year Team. Appropriate intervention (sanction and education, anti-bullying contract discussed and signed) put in place and communicated to all relevant parties to minimise the risk of a repeated incident.

This will be recorded on the school monitoring system (CPOMS).

If incident is repeated PLS sanction will be applied with appropriate escalation.

The Support and Challenge Team may contact external agencies including Children's Social Care and/or PCSO or Police for support.