

Anti-Bullying Policy



Anti-Bullying Policy

Approved by Governors (date): March 2016

Signed on behalf of the Governing Body:T Gelsthorpe.....
Chair of Governors

Anti-Bullying Policy

Statement of Intent

At Hallbrook Primary School, we are committed to developing an anti-bullying culture whereby no bullying will be tolerated, including the bullying of school staff, whether by pupils, parents or other staff. Everybody has the right to be treated with respect and people who are bullying others need to learn different ways of behaving.

At Hallbrook Primary School, we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place;
- The school will work closely with other professional agencies to ensure that children stay safe;
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is;
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported;
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying behaviour occurs;
- Pupils and parents/carers will be assured that they will be supported when bullying behaviour is reported;
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (Personal, Health & Social Education lessons, circle time etc.) will be used throughout the school to reduce the opportunities for bullying to occur;
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Links to Key Guidance

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Anti-Bullying Policy

At Hallbrook Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care.

Definition of Bullying

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2014, Department for Education)

Bullying behaviour can be:

- Physical - e.g. hits, damage to belongings;
- Verbal - e.g. threats, insults, nasty teasing;
- Psychological - e.g. rumours, social exclusion;
- Cyber-Bullying - e.g. use of ICT via mobile phones / computer / internet.

Bullying can take the following forms:

- Racial, Religious, Cultural;
- Special Educational Needs and/or Disabilities;
- Appearance or Health Conditions;
- Related to Home Circumstance;
- Homophobic - when bullying is motivated by a prejudice against lesbian, gay or bisexual people;
- Biphobic - intolerance or hatred towards bisexuals;
- Transphobic - intolerance or hatred towards transsexuality and transsexual or transgender people;
- Sexual comments or suggestions.

Bullying is not . . .

. . . the occasional falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Anti-Bullying Policy

Where does bullying happen?

It can happen anywhere - in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head Teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Hallbrook Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises;
- Discuss coping strategies with parents;
- Talk to the children about how to handle or avoid bullying outside the school premises;
- Talk to the local Community Police Officer about problems on the streets.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

- a) Tell an adult that you trust straight away.
- b) Tell yourself that you do not deserve to be bullied and that it is WRONG.
- c) Be proud of who you are. It is good to be an individual.
- d) Try not to show that you are upset. The bully thrives when someone is afraid.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Be assertive - shout "NO" then walk confidently away. Go straight to a teacher or a member of staff.
- g) Fighting back may make things worse.
- h) All staff will take your worries seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children;
- Gypsy, Roma and Traveller children;
- Children with Special Educational Needs or Disabilities (SEND);
- Children from ethnic minorities;
- Children entitled to Free School Meals;
- Children for whom English is an Additional Language;
- Children who are perceived to be gay, lesbian or bisexual or who have family members who are perceived to be.

Signs of Bullying

Staff and parents/carers should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Anti-Bullying Policy

Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

IF YOU KNOW SOMEONE IS BEING BULLIED:

AS A CHILD:

- a) Take action, do not be a bystander. TELL an adult. Do not be someone who watches and does nothing as if you are on the side of the bully. It will make the target feel more unhappy and alone.

AS A PARENT:

- a) Always take an active role in your child's education. Enquire how their day has been, who they spent their time with, how lunchtime and playtimes were spent etc.
- b) Look for unusual behaviour in your child. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete their work to their usual standard.
- c) **If you feel that your child may be a target of bullying behaviour, inform school immediately** by contacting the Head Teacher or Deputy Head Teacher. Your concerns will be taken very seriously and appropriate action will be taken.
- d) It is important that you tell your child not to fight back as this could make the situation worse.
- e) Reassure your child that there is nothing wrong with them. It is not their fault that they are being bullied.
- f) Reassure your child that they will not get into trouble because they ask an adult for help.

AS A SCHOOL:

- a) Ensure that pupils understand what "bullying" is, i.e. A repeated action by an individual or group of children.
- b) Ensure that bullying is taken seriously and every possible action is taken to eradicate it from our school.
- c) Encourage pupils to treat everyone with respect.
- d) Encourage pupils to discuss how they get on with other people and how to form positive attitudes towards other people.
- e) Organise the community in order to minimise opportunities for bullying, we provide increased supervision at potential problem times and provide additional activities during those key times, e.g. playtimes and lunchtimes time is given to allow for communication between members of staff.
- f) Deal quickly, firmly and fairly with any complaints, involving parents where necessary, as mentioned in the school behaviour policy.
- g) Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other e.g. through PSHE curriculum, assemblies, school council.
- h) Place signs and posters around school to demonstrate the seriousness that school takes towards bullying.
- i) Ensure that all the School Staff follow the School Behaviour and Anti-Bullying Policies.

Anti-Bullying Policy

- j) Ensure that any incidents are recorded.
- k) Review the School Anti-Bullying Policy and its degree of success.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

Procedures for reporting and responding to bullying incidents

1. All cases of alleged bullying should be reported to the Head Teacher/Deputy Head Teacher or senior member of staff.
2. In any case of alleged bullying, either the Class Teacher, the Head Teacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), target(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
3. If the allegation of bullying is upheld, the Head Teacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and target(s) together. The perpetrator(s) should fully understand the consequences of their actions on the target(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.
4. All bullying incidents must be recorded. Parents of both parties should be informed.
5. If the situation does not improve, the Head Teacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be removed from class and work in isolation
- Report to the Head Teacher or Deputy Head Teacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Training all staff to identify all forms of bullying and to follow the school policy and procedures (including recording and reporting incidents);

Anti-Bullying Policy

- Considering all opportunities for addressing bullying throughout the curriculum (stories, drama and role play) and through displays, assemblies, events and the school council;
- Regularly gathering children's and parents' views on the extent and nature of bullying.

Monitoring and Evaluation

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying;
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

The school will review this policy every two years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school. This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy.