

# Anti-Bullying Policy

**Approved by committee**

**Approved by full governors 19<sup>th</sup> Nov 2013**

**Reviewed 22<sup>nd</sup> November 2016, 7<sup>th</sup> November 2017, 12<sup>th</sup> November 2019**

**Reviewed every 2 years unless policy significantly changes.**

Bullying is a very important matter that can cause distress and prevent learning.

Our aim is to take all reasonable steps to reduce or eliminate bullying for the young people in this school and to have an effective anti-bullying policy in place. The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and can not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in education.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. This includes Cyber bullying which is included in more detail in the school's e-safety policy.

## **The three main types of bullying are:**

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
  
- **Children who are being bullied may show changes in behaviour, such as**
  - becoming shy and nervous,
  - feigning illness,
  - taking unusual absences
  - or clinging to adults.
  - There may be evidence of changes in work patterns, lacking concentration, getting into trouble or truanting.

**Children will be encouraged to report bullying by using the school's listening boxes, the anti-bullying ambassadors, maintaining clear communication with adults and talking to their friends and parents.**

All members of the school teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the institutions anti-bullying policy.

## **Statutory duty**

- Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

## **Implementation**

The following steps must be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on CPOMs. Further intervention from a member of the senior leadership team may be appropriate.

- Children will be asked to discuss what has happened, how it made them feel, how it could be put right and how we can ensure this never happens again. Staff member will use this information when recording an incident.
- Parents will be kept informed. Parents contact is also recorded on CPOMS following an event.
- Children may, if appropriate, be encouraged to keep diaries or check in with an adult throughout the day.
- Sanctions will be used as appropriate in consultation with all parties concerned using restorative conversation to repair damage done and ensure incidents do not occur again.
- Data is collated by Mrs Barnett at least termly and analysed for patterns e.g. types of bullying, time of day, location.

### **Children**

Children who have been bullied can be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the learner
- offering continuous support in school using buddies and/or mentors
- restoring self-esteem and confidence

### **Children who have bullied will be helped by:**

- discussing what happened
- discovering why the learner became involved
- establishing the wrong doing and need to change
- informing parents or carers to support the school in their work.
- having the opportunity to discuss the incident with all people involved or affected and put things right.

### **The following disciplinary steps can be taken:**

- behaviour pathway will be used to deal with individual incidents. These will be recorded as necessary
- exclusion from certain areas of the premises or at certain times of day
- fixed-term exclusion from school
- On rare occasions fixed term exclusion may lead to permanent exclusion

### **School Curriculum**

- From time to time, the topic of bullying will be discussed with the children in whole school assemblies and through routine class activities.
- We will support national initiatives like National Anti-bullying Week.
- We will help children to broaden their understanding about the different forms of bullying and what to do if ever they find themselves being bullied or are witness to bullying incidents.

### **Anti-bullying group**

Several students each year will be brought together to create an Anti-bullying Group which will work to raise awareness of and eliminate bullying. These children will be selected from across the school with a bias towards pupils that may have been involved in name calling incidents or incidents of being unkind to others, children who might be unsure of what to do if someone is unkind to them and pupils who are passionate about supporting other children.

### **In summary**

- This anti-bullying policy applies to all individuals at Hedon Primary School.
- Anti-bullying is discussed with all parents at the first induction meeting for parents new to the school.
- The details of this policy are included in the Information Booklet provide to all parents when their child is admitted to the school under the section relating to the Behaviour Policy.

We discuss regularly with the children the consequences of bullying and stress the need to talk to an adult if ever they find themselves being bullied.

**Please remember, if we are not informed about a problem, we cannot try to solve the problem.**

- Distinction does need to be made about the difference between children “falling out” and deliberate concerted, repeated attempts by one or more individuals to make a child’s time at school unpleasant.

