

Hope Brook Church of England Primary School



Anti-Bullying Policy

The staff and governors are committed to the development of each child in the best possible learning environment to encourage all children to achieve their fullest potential.

We want the children to achieve success through their own efforts, teamwork, self-discipline and motivation, and through links with the Church and community, work towards a better future for themselves and the world in which they live.

Anti-Bullying Policy

Aims

We are committed to providing a caring, friendly, safe environment for all our pupils so they can learn in a relaxed, secure environment. Bullying of any kind is unacceptable and will not be tolerated at our school. If bullying does occur, all pupils should be able to tell and feel confident that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell.

All governors, staff, parents and pupils should be confident that incidents of bullying will be treated seriously.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional (being unfriendly, excluding, tormenting)
- Physical (hitting, kicking, pushing)
- Racist (taunts, graffiti, gestures)
- Verbal (name calling, sarcasm, spreading rumours)
- Cyber (misuse of email or chat room, text or threats on mobiles, misuse of camera / video technology)

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

This school recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and / or special educational needs.

Pupils 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 or truanting from school. Pupils are encouraged to report bullying.

Staff will be alert to the signs of bullying and act promptly against it.

Parents are encouraged to report concerns about bullying and to support the school in tackling it.

Statutory duties

Headteachers have a legal duty under the Schools 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. Under the

Education Inspection Bill 2006 the duties were extended to include preventing / responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that pupils are safe from bullying and discrimination (Children Act 2004).

Staff

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, the incident should be dealt with immediately by the member of staff
- A clear account of the incident should be recorded and reported to the Headteacher
- The Headteacher will record the incident in the school log book and will ensure that the incident is dealt with
- Class teachers will be kept informed and will ensure that staff are aware of the issues
- In serious cases, parents of the victims and the perpetrators will be kept informed

Pupils

Pupils who have been bullied should feel confident that they will be:

- Offered the opportunity to discuss the matter with a staff member of their choice
- Reassured by the staff
- Offered continued support

Pupils who have bullied will be helped by:

- Discussing what has happened
- Establishing the wrong doing and the need for change
- Informing parents/guardians/carers to help change the attitude of the pupil

Procedures

- Incidents of bullying should be reported to staff
- The bullying behaviour will be investigated and steps to address the bullying will be taken quickly
- In cases of serious bullying, the incidents will be recorded
- In cases of serious bullying, parents of both parties will be contacted by the school to discuss the matter
- An attempt will be made to help the bully (bullies) change their behaviour
- If necessary and appropriate, the police will be contacted

The following disciplinary steps may be taken:

- The bully (bullies) may be asked to genuinely apologise
- If possible, the pupils will be reconciled
- Official warnings
- For the most serious cases, exclusion may be considered

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in the PSHE curriculum, class council times, assemblies and any appropriate curriculum opportunities, in an attempt to eradicate such behaviour.

Monitoring and review

The headteacher will report incidents of bullying to the governing body on an annual basis. Some incidents may need to be reported to the governing body at the time they occur.

The school will review this policy every year and assess its implementation and effectiveness.

The policy will be promoted and implemented by all staff, throughout the school.

Date of policy: November 2014

Date of review: November 2019

This policy was formulated in consultation with the Headteacher and teaching staff.

This policy was accepted by the Governing Body at their meeting on Wednesday 12th November 2014, and will be reviewed every 5 years.

Signed

Chair of Governors

Signed

Headteacher