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.

At Hope Brook C of E Primary School, we

- Discuss, monitor and review our Anti-Bullying Policy on an annual basis.
- Support staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils follow the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

What is bullying?

Bullying is defined as

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' (DfE)

The **gov.uk** website states that the four key characteristics of bullying are that it is:

- *Repetitive and persistent;*
- *Intentionally harmful;*
- *Involving an imbalance of power;*
- *Causing feels of distress, fear, loneliness or lack of confidence.*

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. Respect is a core value of pupils at Hope Brook. We believe that 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. All staff are aware of these possible signs and will respond if they become aware that a pupil:

- Becomes withdrawn, anxious or lacking in confidence
- Feels ill in the morning
- Begins to do less well in school work
- Is frightened of walking to or from school
- Begs to be taken to school
- Is unwilling to come to school
- Cries themselves to sleep or has nightmares
- Comes home with clothes or possessions damaged
- Starts stealing money
- Has dinner or other money 'lost' frequently
- Has unexplained cuts and bruises
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the mobile phone [or internet]

Peer-on-Peer

Peer-on Peer abuse has received media attention in recent years and demands awareness of some additional aspects of bullying:

- Relationship abuse
- Domestic violence
- Child sexual exploitation
- Youth and serious youth violence (including gangs)
- Harmful sexual behaviour
- Gender/Race violence

Staff will be alert to the signs of all forms 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

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989.

Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying. (Part 1 of Keeping Children Safe in Education and Chapter 1 of Working Together to Safeguard Children.)

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).

Head-teachers of maintained schools and academies must determine measures with a view to encouraging good behaviour and respect for others on the part of pupils, and, in particular, preventing all forms of bullying amongst pupils.

The measures determined by the head-teacher must be publicised in the form of a written document. (Education Inspections Act 2006)

Responsibilities

Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children understand the definition of bullying, know that it is wrong and that it is unacceptable behaviour in this school.

The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head teacher sets the school climate of mutual support and praise for success, to making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Classteacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep a record on CPOMS of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head teacher, the teacher informs the child's parents.

A record is kept on children's individual records on CPOMs, of bullying that occurs outside lesson time, either near the school or on the children's way home or to school or online. If any adult witnesses an act of bullying, they should inform the Headteacher who records the event on CPOMs.

If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve support for the victim of the bullying, and consequences for the child who has carried out the bullying.

Teachers support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Wider staff

All staff understand their role in relation to dealing with incidents of bullying. 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

Governors

The governing body supports the Head teacher in all attempts to eliminate bullying from our school. The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy annually. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

Supporting adults

As well as taking measures to prevent and tackle bullying among pupils, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable. This includes comments about any members of the school community on social media.

Adults who have been bullied or affected will be supported in various ways:

- They may be offered an immediate opportunity to discuss the concern with the designated safeguarding lead/Head teacher or a senior member of staff
- They will be advised to keep a record of the bullying as evidence and advised about how to respond to concerns and build resilience, as appropriate

- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy
- They will be advised to report offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online
- They will be offered reassurance and support appropriate to the situation

Adults who have perpetrated the bullying will:

- Be offered the opportunity to discuss what happened with a senior member of staff and/or the headteacher to establish the concern
- Be listened to – to establish whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures
- Be asked to remove content that is causing controversy
- Be informed that if necessary, disciplinary, civil or legal action may be instigated

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: September 2020

Date of review: September 2021

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 14th October 2020, and will be reviewed annually.