

HITHERFIELD PRIMARY SCHOOL AND CHILDREN'S CENTRE



Anti-Bullying Policy

Our Vision Statement

‘Our vision is to create a school community where everyone feels valued, has the opportunity to explore and develop their strengths and is able to participate in new experiences. We aim to become an inspirational school to produce good citizens for the future in an atmosphere that promotes confidence, high academic achievement, physical health and emotional well being.

Document Control

Change Record

Date	Author	Version	Change Reference
10-Sept-07	Kim Dancy	Anti-Bullying Policy 2007	Re wrote document
11-Sept-07	Laura	Anti-Bullying.001 (D)	Created new draft document using KD draft – emailed to PP&C committee
21-sept-07	Kim D	Anti-Bullying.002 (D)	Made amendments from PP&C committee
1-Oct-07	Laura	Anti-Bullying.002 (P)	Removed draft references and published document
05-Mar-14	Katherine& Jane Callaghan (Kidscape)	Anti – Bullying Policy 2014	Re wrote and amended policy
09-Mar-15	Suzi, Elizabeth and Tom	Anti – Bullying Policy 2015	Reviewed and amended policy
May 2018	SLT	Anti-Bullying Policy 2018	Reviewed and amended policy

Distribution

Reviewers	Approvers	Distribution
PP&C Committee	Full Governing Body	
LaPD Committee	Full Governing Body	

Introduction:

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **TALKING** school. This means that anyone, child or adult, who knows that bullying is happening is expected to tell a member of our school staff.

Our policy has been informed by the following documents:

Keeping Children Safe in Education 2016, Behaviour and Discipline in Schools, 2014
Preventing and Tackling Bullying, 2014
Cyberbullying: Advice for Head Teachers and School Staff, 2014
Supporting children and young people who are bullied, 2014
Equality Act, 2010
Hitherfield Behaviour Policy
Consultation with stakeholders: pupils, outside agencies, staff

What is Bullying?

Bullying is repeated behaviour that has the intention of hurting another person. Bullying results in pain, both physical and emotional, and causes distress to the individual.

Bullying can be:

Emotional

(non-verbal) being unfriendly, excluding, tormenting
(e.g. hiding books, threatening gestures)

Physical pushing, kicking, hitting, punching or any use of violence

Racist taunts, graffiti, etc.

Sexual unwanted physical contact or sexually abusive comments

Homophobic because of, or focusing on the issue of sexuality

Verbal name-calling, sarcasm, spreading rumours, teasing

**Sexist/
transgender** gender-related comments/ exclusion due to gender

Cyber bullying the use of technology to repeatedly harass, threaten, embarrass or target others.

Electronic messaging when it is frightening and intimidating

It should be recognised that not all arguments, disagreements and conflicts between people constitute bullying.

Why is it Important to Respond to Bullying?

Bullying hurts and can have a long-lasting impact on the individual. No one deserves to be a target of bullying. Everybody has the right to be treated with kindness and respect. Children that use behaviours to harm or hurt others need to learn different ways to behave. Our staff will help children at Hitherfield to do this.

Objectives of this Policy

- Pupils, parents/carers, staff and governors will have an understanding of what bullying is and to know that bullying is taken seriously at Hitherfield.
- Pupils, parents/carers, staff and governors will know what the school policy is on bullying and will follow this policy.
- The whole school community will have access to the policy and will be encouraged to participate in the organised activities during National Anti-Bullying week.

Signs and Symptoms – Be aware that the following behaviours could indicate that a child is being bullied:

- Being frightened of walking to or from school or the place where they are being bullied
- Wanting to change their usual routine i.e. wanting to drop out of an activity they have previously enjoyed
- Being unwilling to go to school (school phobic)
- Becoming withdrawn, anxious or lacking in confidence
- Starting to stammer
- Crying themselves to sleep at night or having nightmares
- Feeling ill in the morning
- Beginning to do poorly in school
- 'Losing' possessions
- Having unexplained cuts or bruises
- Becoming aggressive, disruptive or unreasonable
- Bullying other children or siblings
- Changing eating habits
- Being frightened to say what's wrong
- Giving excuses that don't make sense for any of these behaviours

What are the effects of bullying on children?

Persistent bullying can result in:

- Depression
- Shyness and anxiety
- An inability to make friends and sustain relationships
- Poor academic achievement, loss of concentration, deterioration in school work
- Health problems
- Isolation
- Self-harming
- Difficulty in sustaining healthy relationships

Prevention

- We promote positive behaviour management strategies using a whole school/staff approach
- We integrate our school values into the curriculum and daily life of every child. School values underpin the children's behaviour and attitudes towards others.

- We use our curriculum and assemblies to teach personal skills such as self-awareness, resilience, friendship and the value of diversity.
- We work with and gain support from outside agencies e.g. Play Therapists and CAMHS
- Our Learning Mentors lead sessions to help children identify and deal with bullying.
- We operate clear rewards and sanctions in our school behaviour policy
- Our playground leaders/supervisors promote positive play and manage behaviour in the playground.

Procedures

Children should:

- Report behaviour they think is 'bullying' to a safe adult at school or at home
- Ask that adult what has been done about their report
- Tell one of the senior leaders if they are not satisfied with how their report has been dealt with

Parents/Carers should:

- Listen carefully and ask whether the child has reported the incident/s to an adult at school
- Contact the adult the child has made the report to through the office
- Ask how the school has dealt with the reported incident/s

School Adults will:

- Encourage all children to **TALK** so that bullying behaviour is recognised
- Reinforce and demonstrate all school values when interacting with children and other members of the school community
- Listen carefully and investigate any reported incident/s of bullying
- Confirm details of an incident and report them to a member of the SLT or a Learning Mentor
- Find out the outcome of the SLT/Learning Mentor intervention
- Find constructive ways of helping children who bully to change their behaviour (using Circle Time and PSHE sessions)
- Find constructive ways of helping children who are being bullied to be assertive (using Circle Time and PSHE sessions)

Learning Mentors will:

- Give children showing bullying behaviour the opportunity to genuinely apologise and to discuss the incident and reassure the victim
- Children in anti-bullying work (writing social stories or poems, drawing pictures and making posters)

- Guide children towards a reconciliation if possible, using a restorative approach
- Make recommendations (in liaison with senior leaders) for further support for children who are victims of bullying and for children who are showing bullying behaviour. These could include referrals to our Play Therapists or CAMHS etc.)
- Liaise with families as required

Senior Leaders will:

- Investigate, listen, record and report reported accusations and incidents to the Head teacher
- Contact parents/carers of children involved to report all incidents and accusations of bullying
- Work in partnership with the parents/carers of children who suffer from being bullied and recommend specific support (initially by a Learning Mentor)
- Work in partnership with the parents/carers of children who undertake bullying behaviour to help them change this behaviour
- Monitor behaviour plans and update the Headteacher

The Headteacher (or delegated school leader) will:

- Decide on the appropriate sanction/s
- Initiate a behaviour contract/friendship agreement if appropriate
- Inform the Governing Body that incidents of bullying have taken place during a school term (individual names are not reported)
- Initiate the school's disciplinary procedures if bullying has been carried out on children or colleagues by an adult

The Governing Body will:

- Monitor the number incidents of bullying have taken place during a school term (individual names are not reported)
- Contribute to any disciplinary procedures arising from reported bullying
- Ensure the Anti-Bullying policy is reviewed regularly

We believe that the sensitive handling of reports is crucial as early intervention can often stop situations becoming more serious.