

HURST GREEN PRIMARY SCHOOL



Anti-Bullying Policy

Policy for the attention of			
Audience	Key Audience	Optional Audience	Additional/Notes
Senior Leadership Team	√		
Teachers	√		
Teaching Assistants	√		
Administrative Staff	√		
Lunchtime Supervisors	√		
Site Manager		√	
Cleaners		√	
Governors	√		
Parents	√		
Website	√		
Local Authority		√	

Responsibility of	School Improvement Committee
Review frequency	Every two years in conjunction with the behaviour policy
Previous versions agreed	3 October 2016; 4 December 2017; 2 November 2020; 28 November 2022
This version agreed	9 October 2023
Next review date	Autumn 2024

Hurst Green Primary School Anti Bullying Policy

Statement of Intent

Hurst Green is committed to providing a caring environment for the whole school community and creating a positive ethos in which all children can learn. Bullying is an anti-social behaviour which will not be tolerated. We recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

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;
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fosters good relations between people who share a protected characteristic and people who do not share it.

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values

This policy has been written in line with Rights Respecting Schools and the following articles are considered to be the most relevant.

Article 29

Education should encourage children to respects others, human rights and their own and other cultures. It should help them to learn to live peacefully and respect other people.

Article 3

All organisations concerned with children should work towards what is best for each child.

Article 14

Children have the right to think and believe what they want, as long as they are not stopping other people from enjoying their rights.

What is Bullying?

Bullying is defined as deliberate, hurtful behaviour, repeated over a period of time. We recognise behaviour as bullying when there is reasonable cause to suspect that a child is, or has been, hurt by an individual or group whether physically or emotionally. This behaviour is undertaken with intent, and has happened on more than one occasion.

Bullying:

Bullying presents itself in many different forms including cyber bullying, prejudice-based bullying related to special educational need, sex, race, religion, belief, disability and sexual orientation.

Verbal bullying is when someone is called names, threatened or made to feel uncomfortable.

Physical bullying is when someone is hit, punched, pushed or has their personal items stolen or any other kind of physical aggressive contact.

Social bullying is when someone is left out of games, deliberately ignored, has unkind things spread about them and is made to feel like an outsider.

Emotional bullying is when someone is intimidated through teasing and shouting which affects their mental wellbeing.

Sexual Bullying

Unwanted physical contact, sexual harassment, sexually abusive comments

Cyber bullying is the use of technology including the internet, e-mail, chat rooms, social networking sites and mobile text messaging to cause intentional hurt or upset.

Bullying directed towards race, gender, sexual orientation or disability:

We will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. Stereotypical views are challenged and children learn to appreciate and view positively differences in others, whether arising from race, gender or disability.

Racist Bullying refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Racial incidents are reported to the Governing Body and LA as required.

Homophobic, biphobic and transphobic bullying describe bullying motivated by prejudice against LGBTQ+ people.

Special Educational Needs or Disabilities:

The school acknowledges its legal duties under the Equality Act 2010 in regard to safeguarding children with SEN.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Behaviour Principles

Our behaviour principles are regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

- Ready
- Respectful
- Responsible
- Safe

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour

What school will do when dealing with incidents of bullying:

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parents or other interested people.

Hurst Green carries out surveys with pupils annually to gain their views on bullying and safety matters.

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff. In any case of alleged bullying, either the Class teacher, the Headteacher, 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), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate. If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable. All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (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, further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Staff will;

- Treat each case with understanding, listening to the child's concerns
- Reassure the child/children that they have made the right choice in telling someone about the situation and that action will be taken.
- Establish whether it fits into the school's definition of bullying or is it an isolated case.
- Talk to the victim about the incidents that are making them unhappy and record information, including the names of any other children mentioned.
- Investigate the allegation and make it clear to the bully that this behaviour will not be tolerated, reporting details to the class teacher/ Senior leaders.
- Keep detailed records.

- Support the victim in a 1-1 situation to restore self-esteem and confidence.
- Inform the child and parents of the action taken.
- The child/children displaying bullying behaviour will be supported by being given the opportunity to discuss what has happened and why they have become involved in a bullying situation and the need for change in attitude and behaviour. Staff will help the child reflect upon and examine the consequences of their actions.
- Inform parents/carers as appropriate
- Should the bullying persist the severity of the consequence will increase accordingly in line with School Behaviour chart.

Signs to look for:

There are a number of signs and symptoms that a child may display to indicate that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person: -

Physical:

- unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting, complaining of feeling ill in the morning

Emotional:

- Losing interest in school, being withdrawn or 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. aggressive, abusive, disruptive or unreasonable

Behavioural:

- Sudden changes in behaviour and mood, concentration difficulties, absence from school or unwilling to come to school. Performance in school work begins to drop
Afraid to use the internet or mobile phone

Responsibilities:

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. This is done through Rights Respecting School ethos which ensures children understand not only their right to be/feel safe but also their responsibility to respect others.

Responsibility of:

School Governors - to take a lead role in monitoring and reviewing this policy.

- The Head Teacher, DHT, DSL and Behaviour Lead– to ensure that all staff are familiar with the school's bullying policy and that it is implemented across the school.
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate

Senior Management, teaching and non-teaching staff;

- To be aware of this policy and implement it accordingly.
- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to SLT as appropriate
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote the use of interventions which are least intrusive and most effective.

Pupils - to be familiar with and abide by the policy.

Data Protection

This policy adheres to the principles under data protection law. For further information please review the school's data protection policy published on the school's website.