



LITTLE HARROWDEN COMMUNITY PRIMARY SCHOOL

Several Times On Purpose?

Start Telling Other People!

'S.T.O.P.'

POLICY FOR: Anti-bullying

Responsible person: Mrs J Foo

Date adopted: November 2016

Review by: November 2017

School Aims:

We want all our children to:

Love Learning; become life long learners

Be Happy and Healthy

Become Respectful and Responsible Citizens of the World

Develop Passions and Talents

Succeed

Whole school community includes children, staff, parents and governors.

At Little Harrowden C.P. School we believe that every member of the school community has the *right*:

- to feel comfortable, safe, secure, valued and respected
- to grow and change, free from prejudice, stereotyping, harassment and negative discrimination
- to object to language or behaviour which is offensive or intimidating

Prejudice is when you make up your mind that you don't like someone without a good reason or without thinking about it first.

At Little Harrowden C.P. School we believe that every member of the school community has the *responsibility*:

- to treat others with respect at all times
- to follow procedures to record and report behaviour that they think is hurtful whether they are the victim or simply a bystander
- to support all parties involved in a bullying incident
- to keep up to date with recent developments in the media and supportive anti-bullying agencies such as The Anti-Bullying Alliance.
- To consult with the school community, including the children, to assist with the reviewing process and monitoring of this policy.
- To provide training for staff to support the safety of the children in line with this policy and the behaviour policy.
- To follow the use of the acceptable use policy and on-line safety advice.

Stereotyping is when you think that someone will behave in a certain way because they belong to a certain group.

Statement of Policy

The clear message at Little Harrowden Primary School is:

“We do not tolerate bullying in this school.”

“Bullying hurts and nobody deserves to be bullied”

Protective Behaviours UK;

‘Everybody has the right to feel safe all of the time’

Discrimination is when you treat people differently or unfairly because of the race, gender or religion.

At Little Harrowden C.P school we take bullying very seriously. Children, staff, governors and parents should be assured that they will be supported when bullying is reported and outlined as in this policy. Procedures will be followed as outlined in this policy and the Behaviour Policy.

This policy also provides guidance to include safety on journeys to and from home, school, leisure activities and extended services in and around school and on-line.

Aims and Objectives of School Anti-Bullying Policy

- To prevent bullying from happening
- To deal effectively with bullying behaviour quickly when it occurs, supporting all parties involved.
- To ensure interventions are in place to support anti-bullying education.
- To help the school community to consider strategies for preventing, avoiding and resolving difficult situations.
- To know what to do, how to report and respond to a bullying incident as a child, bystander, staff, parent or governor.

Harassment is when a person is troubled and annoyed a lot by other people.

Definition of bullying behaviour

All pupils, parents and adults in the school community should know that bullying is a behaviour which involves the **abuse of power** by one or more people through **repeated hurtful or aggressive behaviour** with the **intention to cause emotional, social or physical harm to another person**.

Cyberbullying is bullying online. We recognise that cyberbullying is as harmful as face to face bullying. **Children and parents should know that allegations of cyberbullying which happen at home but involve members of the school community will be investigated.**

Repetition: Bullying behaviour happens intentionally more than once to the same person.

Any member of the school community can be a victim of bullying.

Bullying can be:

- Direct - physical or verbal
- Relational - leaving someone out or deliberately separating them from a group of friends and encouraging others to be hurtful or causing upset to another.
- Online bullying.

Bullying can happen

- Through the use of technologies such as by phone verbally, email, texting or by posting hurtful comments or pictures on websites, social networking sites and social networking games, chat rooms, messenger services or blogs.
- on the basis of a perceived difference relating to race, religion, language and culture; SEN or disabilities; gifted and talented high abilities; appearance or health conditions; home circumstances; gender, transgender or sexual orientation; social, domestic or economic situation.

Bullying can sometimes be unwitting, but the effect on the victim is still the same.

When pupils with the same power, numbers and strength fight or argue, this is not bullying but consequences will be followed through as outlined in the Behaviour Policy.

Pupils remember the definition of bullying to be:

| | |
|---------|---------|
| Several | Start |
| Times | Telling |
| On | Other |
| Purpose | People |

Prevention

We ensure that the curriculum reflects the school's anti-bullying policy and that staff model behaviour that reflects our beliefs. Through our curriculum, PSHE and SMSC we promote respect and celebrate difference, self-awareness, self-esteem and self-control.

We will also:

- Recognise and celebrate diversity of achievement, identity and culture in all fields
- Encourage supportive relationships across phases through Young Leaders through the Healthier Child initiative and a Buddy System for our Reception children on entry to the school
- Carry out assemblies that reinforce a co-operative and caring school climate
- Have an anti-bullying week yearly in order to raise awareness within the school community and to share supportive strategies with parents and children.
- Reinforce high self-esteem and minimise low self-esteem through reward systems
- Adopt classroom management techniques that challenge racist, sexist or homophobic remarks
- Ensure that all pupils, parents and adults are aware of the procedure for reporting bullying
- Ensure all areas of the school premises are appropriately supervised including the playground and toilets.
- To install Individual Wellbeing Plans to target interventions to support parties involved with bullying incidents.
- To write targets for children to share with parents in the Mentoring files linked to the Behaviour areas marked amber or red needing addressing.
- To have a Wellbeing Wheel as a whole school resource which includes the children's ideas to prevent and support the feeling of safety and loneliness.

Summary of recording and reporting bullying:

1. **Record-** listen, identify and record form.
2. **Respond-** investigate ,agree actions, support.
3. **Resolve-** feedback, monitor, evaluate.
4. **Report-** follow-up form, feedback.

Procedures for Reporting and Recording Bullying Incidents

All members of the school community will be alert to the possibility of bullying incidents and all allegations of bullying will be investigated. Bullying in any form is seen as Level 3 behaviour (See Behaviour Policy for procedure). Children and parents should be aware that allegations of cyberbullying which happen at home but involve members of the school community will be investigated.

Bullying can be a crime; we may therefore choose to involve the police where appropriate.

- All allegations of bullying will be recorded by the adult who received the disclosure on **My Concern**.
- The adult will then inform the Phase Leader.
- Parents of the children involved will be contacted on the same day that allegations are made by either the class teacher or Phase Leader depending on the seriousness of the allegation.
- The Phase Leader will investigate the allegation in line with the Behaviour Policy and parents will be informed of outcomes within 24 hours.
- Cases of bullying will be shared with the LEA and with the Governing body via the Head teachers report

Outcomes

Actions to support all parties will vary to accommodate the varying degrees of bullying, ranging from: counselling, no blame support group, circle of friends, apology, written apology, sanctions e.g. loss of breaks, exclusion from school clubs or other privileges, involvement of parents and in extreme circumstances, exclusion. In some circumstances an Individual Wellbeing Plan will be started to provide a targeted intervention to support a party involved, helping to prevent this behaviour happening in the future.

In all cases, an adult will carry out a follow up interview with the victim within a month of the incident to check on their well-being.

Monitoring and Evaluation

The policy will be monitored and evaluated by the Headteacher and the Senior Leadership Team, Governors and children.

Related policies

Behaviour policy
Equality and Diversity policy
Safeguarding Policy

Pupils, parents and adults in school consider bullying behaviour to include some examples such as:

Hitting, kicking, pushing, poking, tripping, tickling.

Name-calling, jokes, jibes, teasing, possibly related to perceived differences, e.g.

Racist - Harassment or victimisation of someone due to their colour or race. 'Any incident which is perceived to be racist by the victim or any other person'. MacPherson Report 1999.

Homophobic - Victimisation motivated by someone's sexuality or perceived sexuality.

Sexual - Abusive name calling, sexual innuendoes etc

Physical - Harassment or victimisation due to physical disability.

Academic - Victimisation because a pupil works hard, is able or has learning difficulties.

Appearances - The right clothes etc

Classist - Person targeted for representing a perceived class or socio-economic group.

Religious - Person targeted for representing a perceived religious group.

Telling nasty stories about someone.

Sending nasty notes, e-mail, voice and text message - can happen at any time, day or night

Cyberbullying using social media, for instance taking and posting photos with out permission

Writing on walls about people

Ignoring people, not letting them take part in games/activities

Keeping someone in or out of a room

Bullying is NOT;

- A one off fight
- A friend saying something nasty once
- An argument with someone once
- Ignoring a person or leaving them out of a game once

However if this behaviour is causing harm to others and being disrespectful it will still be dealt with as outlined in the School Behaviour Policy.