



Hilpertons Church of England Voluntary Controlled Primary School

Anti-bullying Policy

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Policy Reviewed: Every two years

Policy Reviewed by: Full Governing Board

Policy Ratified by: Full Governing Board

This Policy is from Collaborative Schools Limited (CSL)

Anti Bullying Policy

INTRODUCTION:

Bullying other people is not acceptable behaviour at Hilperton School. It is the responsibility of pupils, staff, parents and governors to prevent it happening. The aim of the school is to prevent bullying through raising self-esteem, improving relationships and through using resources to create a safe environment. Bullying is regarded as a serious matter and reported incidents are recorded and appropriate action is taken. Our Behaviour Policy lists suggested responses.

POLICY STATEMENT:

It is the policy of Hilperton School that bullying behaviour is not tolerated and is treated seriously. The aim of the School is to encourage everyone to respect others in the community.

We define bullying as:

“When one or more people deliberately and repeatedly hurt or cause distress, mentally and/or physically. This could either be face to face or online.”

As a school we are aware that the following constitute bullying and will not be tolerated. Bullying can be:

Verbal	teasing, taunting (including racial, homophobic or sexually abusive name calling), spreading malicious rumours, making threats, frightening others (including demanding money or possessions)
Physical	pushing, making gestures, hitting, tripping someone up, hiding possessions, taking possessions, damaging possessions
Emotional	making someone feel left out (by not talking to them, not including them in arrangements), manipulation (getting them to do something against their better judgement)
Racist	Racial taunts, graffiti, gestures
Cyber-bullying	including through email, internet, game rooms, personal pages, social networking sites & chat rooms
Homophobic	Because of or focussing on the issue of sexuality

Why does bullying occur?

People who bully might do so because they: want to feel powerful or in control; are jealous; want attention or to look ‘clever’ in front of others; are being bullied themselves. Bullying can also sometimes occur because people are seen to be different from them or from the ‘norm’. Such prejudice based bullying may relate to another person’s gender, ethnicity, religion, sexual orientation or disability.

We need to be aware that bullying can take place anywhere and have a culture of ‘it could happen here’. It is essential that all adults and children are aware of the signs and symptoms of bullying and that the culture in the school is that we report anything that we see or hear that we think is wrong. Staff should approach this in the same way as any other category of Child Abuse; that is, if you have a concern raise it immediately and deal directly with the matter. If a child tells us that someone is doing something that they don’t like we don’t say ‘just go and play with someone else’ – it is our responsibility to look into the situation and help the children to resolve the problem.

Why is it important to respond to Bullying:

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Persistent school bullying can result in:

For the victim:

- Depression and moodiness
- Low self esteem
- Shyness and isolation
- Poor academic achievement
- Absenteeism/truancy
- Distress and anxiety
- Aggression
- Unexplained changes in behaviour
- Frequently damaged or 'lost' property

For the children displaying bullying behaviour:

- Reliance on intimidation in order to influence others
- Isolation and lack of real friends
- Tendency to use aggressive behaviour easily

Whole school anti-bullying strategy

- ✓ We do not accept that bullying should in any way be tolerated or excused.
- ✓ We will strive to create a school environment where children expect everyone to be safe and happy and where it is easy to report problems and concerns to adults.
- ✓ We will provide supervision during breaks and lunchtime.
- ✓ We will work to realise all children's positive self-esteem so that they have the confidence and social skills to resist bullying behaviour.
- ✓ We will talk openly with children and parents about the possibility of bullying and its effect and encourage them to talk to staff about disturbing incidents.
- ✓ We will ensure that every child hears the anti-bullying message, at least once each school year, together with information about what to do if they are bullied.
- ✓ We will ensure that the Management of Bullying Policy is available on the school website.
- ✓ We will provide safety and support for victims of bullying and their parents as appropriate to the circumstances. We will work with children displaying bullying behaviour and their parents in seeking underlying causes for bullying behaviour and in planning strategies to change that behaviour.
- ✓ We will treat reports of cyber-bullying involving members of the school community in the same fashion as any other report of bullying.
- ✓ We will address all allegations of bullying involving members of the school community regardless of whether it has occurred within or away from the school setting (Section 89(5) of the Education and Inspections Act 2006).
- ✓ In the event of bullying becoming a child protection issue ,i.e. when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer significant harm', we will follow procedures set out in the Child Protection Policy.

Roles and responsibilities:

All adults within the school will be expected to:

- ✓ Set a good example by ensuring that their relationships with other adults and with children are based on respect, care and trust.
- ✓ Record all incidents or allegations of bullying on CPOMS and report them to the Head. They should respond to the reporting children or parents calmly and reassuring them telling them that their concerns will be taken seriously. If necessary, immediate action should be taken to ensure a victim's safety.
- ✓ Support and participate appropriately in the whole-school anti-bullying strategy

All children will be expected to:

- ✓ Reflect on the nature of bullying and its effects. They will be encouraged to report bullying of themselves or others to an adult. They will also be encouraged to take an appropriate part in support given to victims and in strategies to change the behaviour of children displaying bullying behaviour.

The Headteacher will be expected to:

- ✓ Follow up allegations and incidents of bullying. The Headteacher will report to the governors' Safeguarding Committee any bullying related incidents. These are recorded on CPOMS.

Parents will be expected to:

- ✓ Support the school's anti-bullying policy. They will be encouraged to talk to their children about bullying and its effects. They will be encouraged to allow children to talk about problems and concerns freely. They will be expected to report all allegations or incidents of bullying to the school.

Governors will be expected to:

- ✓ Monitor the implementation of and issues relating to the Management of the bullying policy within the Teaching and Learning Committee and Safeguarding Governor. They will be expected to treat seriously and respond appropriately to parents who feel that a bullying problem remains unresolved.

Parents can help by:-

- Talking calmly with your child about the experience.
- Reassuring your child that it was right to tell you about the bullying.
- Reminding your child that if a further incident occurs it must be reported to a teacher immediately.
- Contacting the School. Your child's Class Teacher is the best person to contact.
- Keeping in touch with the School to let us know about any improvement.
- These actions apply whether your child is the victim or the perpetrator.

When an incident of bullying is observed or reported the pupils involved will be questioned to establish:-

- How often the bullying has taken place and for how long
- What kind of bullying has taken place
- Where the bullying takes place
- Who has been bullying them
- Whom they have already spoken to about their experiences
- How they are feeling
- Whether they feel pupils and staff have taken action against the bullying

Pupils who have been bullied are given guidance on how to protect themselves by:-

- Talking to teachers
- Being reassured that they are being taken seriously
- Given advice and strategies on how to deal with incidents
- Being monitored to ensure that staff understand the issues

Measures will also be taken to support the children who bully by:-

- Helping them to understand that their behaviour is wrong
- Teaching them better ways of playing and mixing within social groups
- Helping them to deal with and understand their emotions and feelings
- Helping them to find new strategies to deal with how they are feeling

Curriculum Support

Where possible the curriculum is used to promote co-operative behaviour to strengthen relationships within the community. Teachers lead by example promoting respect and kindness to one another. We strive to maintain and enhance self-esteem as we believe this can be the key to many issues. We promote an ethos of reconciliation whenever possible.

If parents are unhappy with the way in which the school handles a bullying incident they should address their concerns in the first instance to the Headteacher. If parents wish to make a formal complaint they may follow the guidelines set out in the Complaints Procedure document which is available on the school website.

Associated documents:

- Single Equality Policy
- Behaviour for Learning
- Equality and Diversity Policy
- Teaching, Learning & Curriculum Policy
- Personal, Social, Health and Economic Education Policy (PSHEE)