

Anti-Bullying Policy



ANTI BULLYING POLICY

At Heath Mount Primary School, we aim to provide a secure and caring environment where all children are valued and respected and where children are given the opportunity to achieve their very best. We strive for excellence in all we do as a school. The children are encouraged to be courteous, co-operative, kind and considerate and, in partnership with parents, we will give the children in our care the knowledge and skills for a fulfilling life.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures

1. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g., hitting, kicking, pushing or inappropriate/unwanted physical contact)
 - Verbal (e.g., name calling, ridicule, comments)
 - Cyber (e.g., messaging, social media, email)
 - Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
 - Visual/written (e.g., graffiti, gestures, wearing racist insignia)
 - Damage to personal property
 - Threat with a weapon
 - Theft or extortion
 - Persistent Bullying
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Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance
- Health conditions
- Religion or belief
- Related to home or other personal circumstances

Peer on Peer Abuse

We believe that all children have a right to attend school and learn in a safe environment. Children should be free from harm by adults in the school and other children. We recognise that children are capable of abusing their peers and this will be dealt with under our Child Protection Policy and in line with the current version of Keeping Children Safe in Education.

2. Reporting bullying

At Heath Mount Primary School, children know that they can speak to any adult in school if they have any worries or concerns, including any issues around bullying. They are reminded of this regularly and adults are available at all break times should children need to talk to them. Children sometimes confide in their friends who then also become worried or concerned, so we remind children they too should share if they have any concerns about a friend.

In this school, children are actively encouraged to share worries and talk to an adult directly if they are upset.

Reporting- roles and responsibilities

- All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying
 - The Senior Leadership team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people
 - Parents and carers also have a responsibility to look out for signs of bullying (e.g., distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.
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Parents/carers should report bullying to the school by arranging a meeting with the Headteacher in the first instance or a member of the Leadership Team (Mrs Fance, Mr Ahmed, Mrs Opong, Miss Taylor, Ms Chahal).

- Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- 1.** Staff will record the bullying on an incident reporting form and this will be passed on to a member of The Senior Leadership Team.
- 2.** Designated school staff will monitor the incident reporting and investigate the incident further.
- 3.** Support will be offered to the target of the bullying from the class teacher, Leadership and Pastoral Team.
- 4.** Staff will proactively respond to the bully who may require support from the class teacher, Leadership Team or Pastoral Team.
- 5.** Staff will assess whether parents and carers need to be involved
- 6.** Staff will assess whether any other authorities (such as police of local authority) need to be involved, particularly when actions take place outside of school

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on our incident log and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

6. Prejudice based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted antibullying interventions.

7. School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are respected as individuals.
- We use a pupil-friendly anti-bullying policy (*see below*) to ensure that all pupils understand the policy and know how to report bullying. This policy has been shared and agreed by School Council as well as staff and the Governing Body.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference
- Through a variety of planned activities and time across the curriculum, pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (– e.g., through the school council) and through the annual Anti-Bullying Week.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8. Training

The headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

9. Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

Anti-Bullying Policy

What should I do if I'm being bullied?

Start Telling Other People

<u>DO</u>	<u>DON'T</u>
<ul style="list-style-type: none">➤ Ask them to STOP, if you can.➤ Use eye contact and tell them to go away.➤ Ignore them and walk away.➤ Act as though you don't care what they say or do.➤ Talk to a friend. Tell someone and get help straight away.➤ Speak with a member of staff.➤ Remember it is NOT your fault.	<ul style="list-style-type: none">➤ Get angry or fight back➤ try not to react.➤ Hit them.➤ Think it is your fault➤ Hide it.➤ Do as the bully says.

What should I do if I see someone else being bullied?

- Tell an adult straight away.
- Don't stay silent or the bullying will keep happening.
- Tell the bully to **STOP** if it is safe to do so. However, don't get too involved as you might get hurt or could end up in trouble yourself.
- Comfort the person who has been a victim of bullying and tell them to speak to someone.
- Reassure them that it isn't their fault





What is Bullying?

In our school, a bully is someone who hurts another person more than once, by using behaviour which is meant to scare, hurt or upset that person.

- **Emotional:** Hurting people's feelings, leaving you out, being bossed about.
- **Physical:** Punching, kicking, spitting, hitting and pushing.
- **Through a 3rd person:** Sending a friend with horrid messages.
- **Verbal:** Being teased, name calling, rude comments.
- **Racist:** Saying nasty things about you because of the colour of your skin, your religious beliefs or your culture.
- **Cyber:** Saying unkind things by texts, email or online.

Bullying is NOT:

- ❖ A 'fall out' with a friend.
- ❖ An accident.
- ❖ Something that happens only the one time.
- ❖ A one-off physical act of aggression e.g., pushing someone.
- ❖ We want to make everyone feel safe and happy. Bullying can make people feel frightened and unhappy.

To deal with bullying, we will help everyone:

- ❖ To get on well together.
- ❖ Respect and understand each other.
- ❖ To believe that everyone has the right to be who they are.

Who can I tell when I need a helping hand?

We will always treat bullying seriously

- Tell a friend or a other member of staff.
- We will talk to the bully and explain that they **MUST** stop being unkind to you.
- We will give out warnings or sanctions (punishments) and will talk to parents. Hopefully the bully will realise that he or she is being unkind and will show that they are able to behave more kindly towards others so that you can feel safe and happy in school.
- Your teacher will check with you that things have been ok.

We will all work together to STOP Bullying!