

Hillbourne Primary School

Anti-Bullying Policy

Governors, staff, parents/carers and pupils at Hillbourne Primary School are firmly opposed to all forms of bullying. Each pupil has a right to enjoy an education free from fear and distress.

All members of the school are expected to treat each other with consideration and respect. The school will react firmly and promptly to cases of bullying.

What is bullying?

"the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online".

Bullying is not when children have the odd argument, fall out or engage in a one off tussle. Bullying can seriously damage a young person's confidence and self-worth; it is the responsibility of all staff to actively support children who are being bullied and to act in a supportive and confidential manner if a child approaches them with an allegation of bullying.

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance (difficult for victims to defend themselves against)
- intentional

(Anti-Bullying Alliance)

Bullying may take many forms, such as

Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

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

Racial: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or sexually abusive comments

Homophobic: because of, or focussing on the issue of sexuality

Direct or indirect Verbal: name-calling, sarcasm, spreading rumours, teasing

Cyber bullying: All areas of internet, such as email and internet chat, Twitter and Facebook misuse, mobile phone threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities,

Hillbourne School works to prevent bullying by:

- Direct teaching about bullying through our PSHCE programmes and assemblies (Celebrating Differences JIGSAW)
- Displays of appropriate work around school.
- A whole school focus on national anti-bullying week
- The promotion of school values
- Use of Anti-Bullying Ambassadors at playtimes
- Work of the Year 6 Bronze Ambassadors at play-time
- Playground Buddies to support Infant pupils during play.
- Use of Worry boxes in classrooms to allow pupils to share information discreetly
- Pastoral Care Worker available to work with pupils to support positive play

Recognising the signs

Someone who is being bullied may:

- be frightened of walking to or from school
- insist on being driven to school
- change the route to school
- be unwilling to go to school
- regularly have books or clothes damaged
- have possessions 'go missing'
- continually 'lose' money
- begin doing badly in schoolwork
- have unexplained bruises, scratches, cuts
- ask for money or begin stealing money

- become withdrawn or start stammering
- have noticeable and prolonged changes in mood
- become distressed
- become bad-tempered
- refuse to say what is wrong
- lose appetite, or start overeating
- cry himself/herself to sleep or have nightmares
- attempt or threaten to harm him/herself

Responding to Incidents

For Parents/Carers:

Any of the behaviour above may indicate other problems. However, if you become aware of and are concerned by any of this behaviour, and think your child is being bullied

- encourage him/her to talk about the problem
- reassure him/her of your support
- try to listen calmly and not overreact
- attempt to find out when and where the bullying takes place. Is there a pattern?
- contact your child's class teacher to discuss the problem,
- work with the 'Pastoral Care Worker' to support your child within school
- if the bullying takes place outside school, report the matter to the police

For Staff:

All members of staff, teaching and non-teaching, should deal with any incident of suspected or observed bullying by:

- talking to the pupil and giving reassurance
- taking appropriate action at the time of the reported incident
- report the incident to child's teacher as soon as possible
- producing a written statement of what has happened and the action taken and pass this to the class teacher.

For the Class Teacher:

- arrange for support and reassurance for the pupil
- interview the person responsible for the bullying
- contact parents/carers of those involved
- take any appropriate disciplinary action
- inform the SLT, during regular Pastoral Meetings, of any incidents of bullying
- if necessary, refer the matter to the Headteacher
- work with pupils, parents/carers and other teachers to support those involved and prevent the bullying
- Keep an accurate and up to date record of all incidents on the whole school bullying/incident record system

Outcomes

The school takes all reports of bullying very seriously. All reports of bullying are reported to the Headteacher and are recorded.

Our priority will be to support those being bullied and to stop the bullying. It is the school's responsibility to assess the seriousness of the bullying and to determine the appropriate action that should be taken.

We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour. Through discussions pupils will be given the opportunity to find solutions to the problem and thereby stop the bullying reoccurring.

The school will seek to respond to all bullying incidents in an appropriate way depending on the level of the incident once a clear and fair investigation has taken place. Some of the possible outcomes are listed below:

- An apology to the victim.
- Discussion with parents
- Loss of privileges within school.
- Revised or withdrawal from playtimes/ lunchtimes and support by SLT/ Pastoral Care Worker.
- Exclusion from after-school clubs.
- Internal exclusion within school, away from personal class.
- Formal Exclusion from school.
- Involvement from Pastoral Worker and or outside agencies.

- Incidents of racist bullying will be reported to the Local Education Authority using the Racial Incident Form.

All sanctions will be clearly defined and shared with staff, pupils and parents involved in the incident.

Bullying Outside the School Premises

Whilst schools are not directly responsible for bullying that occurs outside the premises we know that bullying can occur outside the school gates and on journeys to and from school. Headteachers have a specific statutory power to discipline pupils for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and are not under lawful control or charge of a member of school staff. This can relate to bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Consider if it is appropriate to talk to the police.

The policy will be renewed annually in November following consultation with pupils and parents through Anti-bullying questionnaires.

November 2020