

# Harewood Primary School

## Anti Bullying Policy

Adopted by Governors on \_\_\_\_\_

Signed \_\_\_\_\_ (Head teacher)

Date \_\_\_\_\_

## Harewood Primary School Anti Bullying Policy

### Statement of Intent

Harewood Primary School is committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. The whole school community has a role in the prevention of bullying and each member needs to have a consistent view of what bullying is. When bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

### What is Bullying?

*Bullying is deliberately hurtful behaviour that is repeated over a period and where it is difficult for the victim to defend themselves.*

### Bullying can be:

#### Emotional

Being unfriendly, excluding a person, tormenting, looks, sending offensive texts / emails

#### Physical

Pushing, kicking, hitting, punching, threatening behaviour and gestures, taking or damaging personal belongings or any use of violence

#### Verbal

Name calling, sarcasm, spreading rumours, teasing, whispering

#### Sexual

Unwanted physical contact or sexually abusive comments

#### Homophobic

Name calling, abusive comments or physical bullying because of sexual orientation

#### Disability

Bullying directed at children who have a disability or special educational need

#### Racist

Racial taunts, graffiti, gestures, racist jokes, social exclusion because of race.

#### Online/Cyber

Bullying online using social media. It can include sending nasty messages, posting embarrassing or humiliating images, spreading rumours or harassing or intimidating using technology.

### Distinguishing bullying from other forms of aggression

We accept that sometimes children are not nice to each other and this can result in name-calling or even physical aggression. This does not mean the perpetrator is a bully. Bullying is distinctive from other forms of aggression in a number of ways:

- **There must be the intention to hurt**  
The bullying behaviour must be deliberate, not accidental.
- **There must be a hurtful action**  
There must be behaviour that causes harm or distress to the victim.
- **There must be a repetition of the behaviour**  
Bullying is repeated it is not a one off occurrence.
- **There must be an abuse of power**  
Bullying requires that there is an imbalance of power between the individuals involved and that the more dominant individual abuses the power he or she has over the less dominant individual. It is difficult for the victim to defend himself or herself.

### Aims of the policy:

For all governors, teaching and non-teaching staff, pupils and parents to;

- have an understanding of what bullying is
- recognise the signs and symptoms of bullying
- know what the school policy is on bullying
- have consistent procedures to follow when bullying is identified
- be aware of the issues surrounding bullying

### **Signs and symptoms of bullying**

A child may indicate by signs or behaviour that he or she is being bullied. All staff and parents should be aware of these possible signs and investigate if a child:

- changes their behaviour
- becomes anxious, emotional, withdrawn or lacking in confidence
- becomes aggressive, disruptive or unreasonable
- is reluctant or unwilling to go to school
- repeatedly complains of feeling unwell in the morning
- school performance deteriorates
- there are sleep or appetite problems
- has unexplained cuts or bruises
- begins bullying other children or siblings
- is frightened or unwilling to say what is wrong

### **Responding to incidents of bullying**

#### **Procedures to follow:**

##### **1. Pupils will:**

- Report bullying to any member of staff by telling any adult or writing in their Friday communication book, which is a personal and private dialogue between teacher and child.

##### **2. Parents will:**

- Inform school if they are worried about their child in relation to bullying. They should approach a member of staff; the Head teacher, Mrs Conway or Mrs Dawson, Deputy Head and Lead Behaviour Teacher. Cases of bullying will be dealt with seriously and consistent procedures will be adopted.

##### **3. School will:**

- Always listen. If a child reports bullying, the child should be listened to, taken seriously and appropriate enquiries made.
- Investigate all incidents of bullying.
- All incidents of bullying are reported to the Head teacher - Mrs Conway, Mrs Heywood and the Lead Behaviour Professional - Mrs Dawson and recorded on CPOMS. This will describe the complaint that was made; the investigation carried out and actions taken. Inform parents and if necessary invite them to come in to discuss the issue.
- Homophobic and Racist bullying are recorded separately. Racial Incident Monitoring Form RI1 is used to report racist incidents. Racial Incident Monitoring Form RI3 is used to report the number and nature of racist incidents to the LA annually. The number and nature of bullying incidents will be presented to the Governing Body annually.
- Identify a key person to offer ongoing support to the child and to be available for them to report any future concerns or incidents to.
- All incidents of inappropriate behaviour are recorded on CPOMS. This identifies who was involved; where and when it happened; and actions taken. CPOMS is then monitored by the Class teacher to identify any children who are repeatedly involved in inappropriate behaviour or any patterns of behaviour across school.
- Apply these procedures consistently.
- Use Restorative Practice to deal with bullying. Questioning, which requires reflection, is used and a reparative focus is built into the outcome. The wronged

child is included in the outcome and where appropriate the class or a group is part of the conversation. The focus is on repairing relationships to reduce repeated incidents rather than purely punishing the perpetrator. Time is built into the organisation of the day to enable restorative conversations to occur.

Pupils who have been bullied will be supported by:

- Individual or group work on developing strategies for dealing with bullying and developing friendships
- Developing self esteem and self confidence
- Continued support to ensure that the bullying has stopped.

Pupils who have bullied will be supported by:

- Exploring reasons for the bullying through discussion with the child and their parents
- Helping the child to understand why their behaviour is wrong and how to change.
- Speaking to parents

### **Raising Awareness**

Anti bullying forms an important part of the curriculum. Awareness of what bullying is and strategies for dealing with it are taught within PHSE.

We will use the slogan '**STOP**'

**Several**

**Times**

**On**

**Purpose**

Posters will be put in each classroom using the slogan and the following information:

Don't get involved

Don't just stand and watch

Don't tell the bully that you will report them, but you must report them

The Lead Behaviour Professional can deliver programmes of work across school aimed at raising awareness of bullying; developing strategies for dealing with bullying; improving self-esteem and confidence and developing the skills to make and sustain friendships.

The school has signed the anti bullying charter and the Governing Body has approved this.

### **Review and monitoring**

The school will review this policy annually and assess its effectiveness in school. The policy will be promoted regularly and implemented throughout school. It will be available to parents and to children in a child friendly format. Children will have the opportunity to review and contribute to the policy annually during a Nurture Group Meeting. Copies will be given to parents with a comments box to gather their views.

This policy takes account of the Human Rights Act 1998. When dealing with incidents of bullying, the school will consider Human Rights issues.

This policy was written in conjunction with:

*Bullying in schools – A positive approach – Stockton on Tees Education, Leisure and Cultural Services*

*DfES Guidance on Bullying*

Reviewed: November 2020

Next Review November 2021