



Policy adopted	Oct 2021
Review date	Oct 2023

Holt Community Primary School

Anti-bullying Policy

Context

As a school we take bullying and its impact seriously. Children and their parents should be assured that known incidents of bullying will be responded to. Bullying in any form will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of behaviour and we will consistently challenge any behaviour that falls below this.

This policy is to be read in conjunction with the Behaviour Management Policy.

Key aims and expectations

1. All pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.
2. We have a clear policy on the promotion of good behaviour where it is made clear that bullying is a form of anti social behaviour, which will not be tolerated.
3. We keep pupils and parents fully aware that any complaints about bullying will be dealt with firmly, fairly and promptly.
4. We try to minimise bullying by encouraging preventive measures and reinforcing correct behaviours. This can be through Circle Time, PSHE lessons, PATHs lessons and assemblies.

Our aim is to make our understanding of what bullying is and the ways in which we tackle bullying explicitly clear. This makes a uniform approach and strong partnership between school and home in order to protect and support our children. We want to make their time with us is happy, safe and supported.

- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be.

What is bullying

Bullying is a persistent, repeated, deliberate, behaviour, which makes another person feel unsafe/unhappy. It interferes with the learning environment and is damaging to bullies and victims.

Bullying can occur through several type of anti-social behaviour. It can be

- Physical – a pupil can be physically punched, kicked, spat at etc
- Verbal – this can take the form of name-calling – it may be directed towards gender, ethnic origin, physical/social disability or personality etc.
- Exclusion – a pupil can be bullied by being excluded from discussions/activities with those they believe to be their friends.
- Damage to property or theft – pupils may have their property damaged or stolen. The bully may use physical threats in order that the pupil hands over property to them.
- Cyber bullying – a pupil can be bullied using emails, social media, messaging or when playing online games.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – bullying focussing on issues of sexuality.

Bullying may be related to race, gender, religion, culture, special needs or disability, appearance or sexual orientation.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and online. It can take place in group activities and between families in the local community.

Guidance for staff

Staff must remain vigilant about bullying behaviours and must also be aware of those children who may be vulnerable; those from difficult family circumstances, or those responding to emotional problems, behavioural problems or mental health issues may make them more likely to fall victim to the behaviour of others.

We set up activities in which pupils are encouraged to talk about their feelings and make time and place for pupils to talk to us. We encourage pupils to have confidence to be assertive if they are threatened.

We have a worry box, where any pupil can leave a message, in confidence, which is dealt with immediately by the Senco or the Headteacher.

We encourage parents to come into/contact school if they are concerned about their child's safety and well being. We offer guidance about bullying to parents and pupils.

We believe it is important to support both the victim and the bully.

Action points

If bullying is suspected or reported, we talk to the suspected victim, the suspected bully and any witnesses. If any kind of bullying is identified the following action is taken.

We support the victim in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher or another adult if they choose.
- The bullying behaviour will be investigated and actions will be put in place to prevent further bullying.
- Informing his/her parent.
- By offering continued support when s/he feels they need it.
- Arrange for him/her to be escorted to and from the school premises.

We also discipline yet try to help the bully in the following ways:

- By talking about what happened, to discover why s/he became involved.
- Informing his/her parent.
- By continuing to work with the bully in order to get rid of prejudiced attitudes as soon as possible.
- By taking one or more of the disciplinary steps described below to prevent more bullying.

Disciplinary Steps

1. The bully(ies) will be warned officially to stop offending by the Headteacher.
2. The Headteacher will inform the parent of the bully.
3. The bully may be withdrawn from the school playground at break/lunchtime.
4. In serious cases (this is defined as children displaying an on-going lack of response to sanctions) support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered in consultation with parents and Senco.

Prevention

At Holt Community Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, SMSC Curriculum, PSHE lessons (circle time), the whole school PATHs program, NSPCC talks and Online safety lessons.

Children are also consulted through in-school pupil questionnaires, via the School Council and can leave comments in the worry box. All staff and volunteers receive Online-safety and Prevent training as part of their annual Safeguarding training and are clear in what steps they should take if they have any concerns regarding a child or adult.

We actively encourage children to have respect for each other and for other people's property. Kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and lead to open conversations and increased confidence in children to report any incidents and concerns about other children's behaviour. Staff will reinforce expectations of behaviour as a regular theme in line with our PATHs curriculum.

Staff will follow the equality policy; supporting every child in our school. We celebrate difference and diversity and our children are extremely mature in their understanding and empathy towards those who they perceive as different from themselves.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must record the incident on Pupil Asset. Confirmed cases of bullying must be reported to the Headteacher.

Cyber bullying:

We take cyber bullying very seriously. Children are taught in their computing and PSHE lessons about how to keep themselves safe online and the steps they should take if they are worried. If we suspect cyber bullying has taken place, we will speak to the victim and record what they say and then speak to the person accused and also record what they say. We will contact both sets of parents and ask them to check for evidence that this has taken place. We may ask for copies of messages, emails, etc to be brought into school for us to see. We would offer nurture support to both parties as appropriate and give parents advice as to how to activate safety filters etc for future protection.

What to do if you think your child is being bullied.

- ◆ Look for unusual behaviour in your child – they may suddenly not want to attend school, feel ill regularly or not complete work to their normal standard.
- ◆ Always take an active role in your child's education, ask how the day has gone, who s/he has spent time with, how lunchtime was spent etc.
- ◆ If you think your child might be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.

How to help your child.

- ◆ It is important that you advise your child not to fight back. It can make matters worse.
- ◆ Tell your son or daughter that there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- ◆ Encourage your child to stay with a group of friends. There is safety in numbers.

- ◆ Encourage your child to be assertive by shouting ‘No!’ and walking confidently away.
- ◆ Tell your child to go straight to a teacher or member of staff. Assure them that they will be taken seriously.

We will deal with bullies in a way which will end the bullying and will not make things worse for the victim.

Parents/Carers should NOT:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be ‘a bully’ back, it will send out the wrong message about how we deal with bullying and undermine the work we do at school.

Both of these will only make the problem much harder for us to solve.

For more advice please see the ‘How to deal with bullying leaflet’ which is on display outside the office or on our website.

Please see our Behaviour Policy, Internet Safety policy, Safeguarding Policies for more details about how we keep children safe from inappropriate behaviour.

Please see our complaints policy for guidance about how to raise concerns with the school.

Guidance for pupils

Remember that keeping silent is what the bully wants you to do!

Tell yourself that you do not deserve to be bullied and that it is wrong.

Be proud of who you are. It is good to be individual.

Stay with a group of friends/people. There is safety in numbers.

Be assertive – shout ‘No!’ Walk confidently away. Go straight to an adult.

Fighting back may make things worse.

It is best to tell an adult you trust straight away. You will get immediate help.

If you can’t find an adult to tell then fill in a form and put it in the worry box outside the office. Teachers will take you seriously and will deal with the bully in a way which will end the bullying and not make things worse for you.

This policy was adopted alongside the Behaviour policy by the Curriculum Committee of the governing body on 2nd October 2019. It will be due to be reviewed in Oct 2023.

Signature



Headteacher 6/10/21

Signature



Chair of Governor 6/10/21