



Anti-bullying policy

Aims and objectives of the policy

Aims

- To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour
- To bring about conditions in which bullying is less likely to happen in the future
- To reduce and, if possible, to eradicate instances of all types of bullying
- To clarify the reporting processes
- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour

Objectives

- We need to emphasise prevention.
- We need to support both the victims and the bullies.
- Use the curriculum to give messages about acceptable behaviour.
- Communicate to parents and pupils what our policy is.
- Give pupils opportunities to talk about bullying.
- Good supervision of key areas in the school – welfare assistants at lunchtime.
- Clear procedures for investigating incidents.
- Build on what the school values.

Links with other relevant policies

- PSHE
- Relationship policy
- Child Protection policy
- E safety policy
- Health and Safety policy
- Confidentiality Policy

Description of the school

As a nurturing school we ensure unconditional and positive regard is given to all pupils in the school. We recognize the need for consistency of approach and clear boundaries and that pupils need to be treated as individuals. We acknowledge that personal relationships matter and that the behaviour that the school wants to promote is modelled by all staff. Rules and routines are explained with reasons. We aim to promote an environment in which everyone feels happy, safe and secure.

As stated in the school's Relationship Policy, Bullying behaviour is unacceptable and will not be tolerated. We encourage children to work against it and to report any incidents of bullying. Through assemblies, circle time and discussion times, pupils are made aware of the school's anti-bullying policy.

Emphasis is placed on the fact that action on bullying can only be taken if is brought to someone's attention. The school promises its pupils that it will act positively in all instances of bullying. Whenever appropriate, the parents of the bully will be involved and kept closely informed about the situations. Sanctions for bullying will usually be appropriate to the nature of the incident. All cases should be treated with the utmost sensitivity.

Definition of bullying

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time and involves an imbalance of power, leaving the victim feeling defenceless.

The main types of bullying can be identified as:

Physical

- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching/kicking
- Damaging school work and equipment

Verbal

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Extortion
- Ostracising

Indirect

- Excluding people from groups and spreading hurtful and untruthful rumours

Cyber bullying

- The use of text messaging, emailing, videoing and internet usage deliberately to upset someone else

Dealing with Bullying Incidents (General info)

- Don't over react even though you might want to sympathise with the victim and feel annoyed with the bully.
- When talking to a child, who has bullied, label the behaviour not the child.
- Avoid shouting as this makes both you and the child bad tempered.
- Develop good relationships by talking in a friendly way, using names, using friendly gestures, smiles etc.
- Keep calm. Think quickly, act slowly.
- Try to be fair, offer solutions you can agree to.
- Keep control of conversation. Don't allow child to side-track you by putting the blame on another.
- Give support to both victim and bully. Victim needs self-esteem and self-value. Bully needs to work with others (co-operation rather than competition) Do not "bully" the bully – find out why they are bullying.

Highfield's Procedures on Dealing with Bullying Incidents

- If a member of staff is witness to a bullying incident or one is brought to their attention they must report it on CPOMs.
- If an accusation is made by parents about their child being a victim of bullying the learning mentor/headteacher always asks for time to monitor the situation. This allows the Headteacher time to interview the children involved and any adults who may have information and then the situation is monitored closely e.g. playtime observations. The Learning mentor/Headteacher will always feed back to the parents on their findings.
- If a child's name is brought to the attention of the SLT on CPOMs a meeting with the child's parents will take place.
- Where appropriate, restorative approaches will be used so that the 'bully' can see the harm caused to the 'bullied'.

- Each term the Headteacher shares information about bullying at a Full Governors Meeting.

Role of the Head and Governing Body

The school will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the headteacher to the governing body on a termly basis.

The definition of bullying is used as a guide to schools when reporting all bullying incidents. The school regularly monitor incidents of bullying and report to governors every term.

In order to try to create a "Bully Free" school, we need to have open and effective communication so that children feel confident and know that something will be done to help.

Dissemination of the policy

The policy is to be used as a key vehicle for communicating and celebrating the anti bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti bullying policy into staff and governor handbooks, the school curriculum and whole school assemblies. All school staff have training and we use other opportunities to raise awareness e.g. anti bullying week and targeted group work.

Procedures for monitoring and evaluation of policy

The school will monitor and evaluate bullying by:

- Keeping records of all incidents. This is done via CPOMs
- A range of data from pupil surveys
- Records of peer mentoring initiatives e.g. buddy schemes
- Parental complaints, records of complaint logged
- Discussions at staff/SLT/Governor meetings

Conduct outside school gates

We are aware that bullying (especially online bullying) can occur outside of school. We therefore apply the same procedures to such incidents where both parties are members of our school community. If a pupil from our school is being bullied by a pupil from another school, we would report this incident to the other school and expect to be informed of consequences.

Named member of staff responsible for dealing with anti bullying incidents

The Learning Mentor is person who will usually initially deal with bullying incidents at the school. In all cases the Headteacher **must** be made aware of bullying incidents and will ensure records are entered onto CPOMs.

Parental support for all pupils involved in bullying incidents

The school endeavours to have open and supportive communication with parents in relation to all bullying incidents. Parents who are concerned that their child may be being bullied, or who may suspect that their child may be the perpetrator of bullying, should contact the class teacher immediately. Parents have a responsibility to support the schools anti bullying policy and to actively encourage their child to be a positive member of the school.

Content of the anti bullying curriculum/programme

School staff can raise awareness of and tackle bullying through

- PSHE
- SEAL/Values education
- RE and Pastoral care
- Creative learning
- Circle time activities
- Whole school assemblies
- Worry boxes in KS2
- Anti bullying week every year

This policy has been approved by SLT and Board of Governors. After review date, this update will be shared with all staff members.

Date of policy with planned review date

<i>Written</i>	<i>Feb 2017</i>	
<i>Reviewed</i>	<i>June 2019</i>	
<i>Reviewed</i>	<i>Nov 2021</i>	