



Anti-Bullying Policy

Date: September 2016

Date for Review: September 2017

1. Rationale

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. The school operates a zero tolerance approach to bullying – bullying must be challenged immediately, dealt with sensitively and in a sustained manner.

2. Definition

Bullying is defined as deliberate, hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

'Kidscape' suggest a range of behaviour that constitutes bullying:

- **Physical** –pushing, hitting, kicking, pinching, any form of violence, threats, damaging belongings
- **Verbal** – name calling, sarcasm, spreading rumours, persistent teasing
- **Emotional** – tormenting, threatening ridicule, humiliation, exclusion from groups or activities
- **Racist** – racial taunts, graffiti, gestures
- **Sexual** – unwanted physical contact, abusive comments
- **Cyber** bullying, sending nasty texts, e-mails, phone calls

Other signs of bullying may present itself in: an unwillingness to come to school; withdrawn, isolated behaviour, complaining about missing possessions; refusal to talk about the problem; being easily distressed; damaged or incomplete work.

Staff will use their knowledge of the pupils to identify changes in their behaviour that might indicate bullying. Bullying in any form will not be tolerated and all incidents taken very seriously. Incidents will be investigated thoroughly involving both the bully and the bullied. The bully will be helped to recognise their unsociable behaviour and will be offered support to modify it.

Pupils must be encouraged to report bullying in school. This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it, keeping written records of any incident and informing all adults, teachers, parents, carers etc. of the bully and the bullied.

3. Our approach to dealing with Bullying

We believe that there are two components to effective anti-bullying practice: preventing bullying incidents and responding to them.

Punishing bullies does not end bullying. At Heene Primary School we stress that it is the bullying behaviour that is not acceptable and, therefore, we positively encourage all pupils to take responsibility for their behaviour and its consequences, and to make a commitment to take action to end the bullying and provide support for the bullied pupil.

We stress the role of the Bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. (Pepler)

At Heene Primary School we encourage the bystander to get involved and not just watch and collude, i.e. to report incidents or support someone getting bullied.

Our whole school approach has been developed by pupils, staff and parents and includes a range of strategies adapted to suit particular incidents, including:

- Ensuring that age appropriately the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is
- Making clear that a zero tolerance approach to bullying is in place in school
- Encouraging children to report incidents without feeling they are telling tales
- Incidents are taken seriously, investigated and if necessary, acted upon, with clearly defined procedures.

We use the following strategies to ensure a positive ethos in which children feel secure to report incidents of bullying immediately:

- A behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Whole school assemblies – to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities
- Work on the core values of trust, fairness, self-discipline, respect and truthfulness
- Activities within the PHSE (Personal, Health, Social and Emotional) programme specifically aimed at developing children's own strategies to deal with bullying type behaviour – Circle Time, School Council, SEAL (Social and Emotional Aspects of Learning) Resources, Philosophy etc.
- Providing a variety of activities/equipment for pupils to play with during school break

Sanctions should be used for anyone who has bullied another pupil, in line with the Behaviour Policy:

1. Apologising to the victim
 2. Loss of privileges
 3. Loss of break time/lunch time
 4. Behaviour monitoring chart or IEP (Individual Educational Plan)/PSP (Pastoral Support Plan) if on SEND (Special Educational Needs & Disabilities) Register
 5. Parents invited into school
 6. Follow-up meeting to check behaviour
- Every class teacher and Teaching Assistant will ensure that they are always available for pupils to approach with concern or worries.

4. Procedures for Staff

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately
- Staff will make sure the victim(s) is reassured and feels safe
- Staff will listen and speak to all children involved about the incident separately
- The problem will be identified and possible solutions suggested
- Staff will encourage a problem solving approach which will move children on from having to justify their behaviour – this may take the form of a group meeting to reconcile pupils
- Staff will reinforce the message that bullying behaviour is not tolerated in Heene First School
- Appropriate action will be taken quickly to end the behaviour
- Sanctions deemed appropriate will be applied
- If possible, the pupils will be reconciled

- If necessary, support will be given to the bully (bullies) to help them understand and change his/her behaviour
- A member of the Senior Leadership Team will be informed of the incident and the action taken
- In a case of bullying, the incident will be recorded in the school record book
- In cases of 'bullying' and not just 'friendship crisis' (which may be age appropriate ie. Yr 5 more serious than EYFS), parents will be informed and will be invited to come in and discuss the problem with the Headteacher
- After the incident has been investigated and dealt with, each case will be monitored to ensure a successful outcome
- The anti-bullying co-ordinator (Headteacher) will be informed of all incidents, if not already involved.

5. Pupils Advice

- Do not bully other people – it is not kind
- If you see someone being bullied - help them or tell an adult
- If you are being bullied TELL SOMEONE!
- Speak to your teacher or any adult you feel comfortable with – don't exaggerate, be honest and stick to the facts
- Write it down or draw a picture if it helps you explain
- If it does not stop – tell the teacher or another adult again

This policy will be reviewed regularly to assess its effectiveness – the policy will be promoted and implemented throughout the school community.

Staff Governors, Children and Parents were involved in the consultation process when developing this policy.

Jo MacGovern
Head Teacher