# Hurworth Primary School

# Anti-Bullying Policy

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| Policy prepared by | Alison Maddison<br>Head Teacher |
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Hurworth Primary School
Anti-Bullying Policy

## Introduction

Hurworth Primary School is an Anti-Bullying school. We take any reports about bullying seriously and resolve the issue in a way that protects the child being bullied. We believe it is the behaviour that is wrong, not the child who engages in bullying, and we have strategies in place to deal with any situation reported to us. Our Anti-Bullying Policy is a working document which helps everyone at Hurworth Primary School prevent and respond to bullying. It is an integral part of our overall Behaviour Policy and should be read in conjunction with our Child Protection and Safeguarding Policy and the Trust Child on Child Abuse Policy.

## Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim as a school to produce a safe and secure environment where all our children can learn without anxiety. This policy aims to produce a consistent school response to bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Bullying can happen to all children and can affect their social, mental and emotional health – staff must be aware of the effects of this. Staff need to be aware of vulnerable groups of children such as those with SEND, those in the looked after system and those who are going through personal or family crisis

## What is bullying?

- Deliberately hurtful behaviour
- Repeated over a period of time
- Difficult for those being bullied to defend themselves and can be seen as an abuse of power

Sometimes one-off incidents can be so harmful that we will also define them as bullying, such as

- Deliberate hostility and/or aggression
- Intent to cause harm
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful and/or distressing

Hurworth Primary School is proactive in reducing bullying and our pupils understand that they play a big part in preventing bullying. KS2 children can explain what they would be able to do if they find themselves as bystanders.

Types of Bullying

Bullying is taken very seriously at Hurworth Primary School. We have developed a consistent approach to monitoring bullying incidents, which enables us to identify immediately if bullying is reoccurring between the same pupils. Bullying can be based on factors such as age, gender, race, religion, sexuality and can be physical or emotional or carried out via the internet. Staff record and monitor all incidents and events on CPOMs in the following categories:

**Racial Bullying**: refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, community, national origin or national status.

**Religion and Belief**: refers to someone being verbally or physically abusive because they follow a particular religion or faith.

**Bullying based on Special Educational Needs and Disabilities:** when someone is being verbally, physically or emotionally bullied because of their learning difficulties or disabilities.

**Sexist, Sexual or Transphobic Bullying:** refers to bullying when someone (or a group), usually repeatedly, harms another person or intentionally makes them unhappy because of their sex or because they may not be perceived to conform to gender norms. The root cause of these forms of bullying is gender inequality.

**Sexist -** this bullying is based on sexist attitudes that, when expressed, demean, intimidate or harm another person because of their sex or gender.

**Sexual -** this includes physical, verbal or non-verbal/psychological bullying behaviour e.g. suggestive sexual comments or innuendo, including offensive comments about sexual reputation, or sexual language that is designed to subordinate, humiliate or intimidate.

**Transphobic -** bullying behaviour towards someone who is transgender. 'Transgender' is an umbrella term that describes someone whose sense of gender or gender identity is seen as being different to the typical gender norms.

**Cyber Bullying:** when a person, or group of people, uses the internet, mobile phones or other digital technologies, to threaten, tease or abuse someone. This is a different form of bullying and as children have more widespread access to technology, this can occur in or outside of school. The Education Act 2011 allows an electronic device to be seized by Head Teacher or designated member of staff to view data/ files if there is good reason to do so. They do not require parental permission. This can be used as evidence and if serious (pornographic or relevant to an offence) will be reported to the police.

**Social/Emotional/Psychological Bullying:** when someone is intimidated by another person or group of people; when someone is continually left out of games, deliberately ignored and has bad things spread about them, making them feel like an outsider.

**Verbal Bullying:** when someone is called names, through teasing, taunting or making offensive remarks. Verbal bullying can also include threatening language or comments. This can also include excluding someone from a group, rumours, dirty looks, whispering and graffiti. Offensive language and 'banter' must not go unchallenged either.

**Physical Bullying:** when someone is hit, punched, pushed, threatened or has their personal items stolen. It can also include any other kind of physical/aggressive contact.

**Homophobic Bullying:** this can take the form of rumour-mongering, social isolation, text messaging and frightening looks, as well as more obvious forms of bullying. It does not just affect young people who identify as LGB (Lesbian, Gay, Bisexual). In schools, homophobic bullying can directly affect any young person whose life choices, interests or needs do not conform to accepted gender norms. This includes choices made by family members. Homophobic abusive language will not be tolerated.

**Monitoring and review**

This policy is reviewed annually by the Governing Body and the Head Teacher.

Any changes made to this policy will be communicated to all relevant stakeholders.

All members of staff are required to familiarise themselves with all processes and procedures outlined in this policy as part of their induction.

The next scheduled review date for this policy is Autumn 2027.

When writing this policy, we have taken into account information from:

DfE Guidance: Preventing and Tackling Bullying: Advice for head-teachers, staff and governing bodies: July 2017

**Signed:**

Head Teacher: *A Maddison*

Chair of Governors: *M Dutton*

Hurworth Primary School Staff
Our Staff are expected to:

- Promote an environment that is constructive and safe for all pupils through their own practice and actions.
- Follow the procedures set out in this policy when dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and our Chair of Governors, to help combat bullying.
- Continue to take a Whole School approach-all staff must deal with bullying the same way and teachers report all incidents on CPOMs.
- Give feedback to pupils and, where appropriate, parents will be informed by a member of teaching staff/SLT.

Hurworth Primary Governors
Our Governors are expected to:

- Give their feedback on the monitoring and evaluation of our anti-bullying policy and practices.
- Publicly support Hurworth Primary School's Anti-Bullying message.
- Provide an Anti-Bullying link governor (Child Protection Governor) to support our PSE leader.

Pupils
If you feel you are being bullied, you can expect that:

- You will be treated fairly.
- You will be listened to and taken seriously.
- Action will be taken to help stop the bullying.
- You will be involved in the process of deciding what action to take or help to stop the bullying and any worries that you might have will be listened to and respected. This might include a daily/weekly check with a member of staff, peer support, parent being contacted.
- IF THE BULLYING CONTINUES, you will be given the opportunity to talk about the way that the bullying is making you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. Parents of all parties will be informed.
- You will be offered the chance to talk to staff from other agencies such as CAMHS, Behaviour Support, School Nurse and School Counsellor. Parents will be invited to meet at school to discuss this further.

If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of colleagues at school, parents/carers and outside agencies, including the PCSO, if necessary.

## Parents/Carers
## You can expect that:

You will be kept informed of our anti-bullying work as and when it is carried out during the academic year. Staff will always do their best to address any concerns you might have and you will be contacted by the end of the day to give reassurance that an incident is being looked into. You will be asked to cooperate with us in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that:

- You and your child will be listened to and believed.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you might have.
- Wherever necessary, the Head Teacher will put you in contact with outside agencies that can help support you and your child in addressing his/her experience of being bullied.

If your child is bullying another student, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff. This might include Restorative Practice work being carried out with your child. Restorative Practice is a process that proactively builds relationships and a sense of community to prevent conflict and wrong doing.
- Wherever necessary, the Head Teacher will put you in contact with outside agencies who can help to support you and your child in addressing his/her bullying behaviour.

## Bully
## If you are bullying another pupil you can expect that:

- Your bullying behaviour WILL be challenged.
- You will be treated fairly.
- You will be given every opportunity to change your behaviour and encouraged and supported in doing so. This might include a daily/weekly check in with a member of staff, peer support, break/lunchtime privileges removed and your parents will be contacted.

Our priority is to make Hurworth Primary School a safe, secure and purposeful learning environment. If you take part in serious victimisation, abuse, intimidation, or episodes of physical bullying against any other person belonging to our school community, it is dealt with very seriously and will result in serious consequences being followed.

Preventative methods and intervention strategies

- Our Anti-Bullying policy is available on our website, providing parents/carers and the wider community with information on how Hurworth Primary School tackles bullies and bullying.
- Our Anti-Bullying policy is reviewed annually.
- We have created an inclusive, safe environment where pupils can openly discuss aspects of bullying, religion, ethnicity, disability, gender or sexuality.
- Staff are available before, during and after school to allow pupils to feel supported and safe.
- We encourage the view that reporting incidents of bullying is taking responsible action and is not viewed as 'telling tales.'
- Good communication between staff ensures any issues between pupils are highlighted, recorded and monitored on CPOMs.
- Whole-school involvement in November's Anti-Bullying Week and February Internet Safety Day includes assemblies, PSHE lesson discussions, involvement in displays and competitions.
- We run after school clubs to encourage pupils to engage in meaningful activities and positive socialisation in a safe and comfortable environment.
- We ask parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, to contact their child's teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school, as well as reinforcing the value of good behaviour at home.
- Where bullying outside school is reported to school staff, it is investigated, acted upon and reported on CPOMs. If the misbehaviour could be criminal or poses a serious threat, our PCSO/the Police are informed immediately.
- Staff in school are also offered support when dealing with bullying including cyber bullying.

Useful Sources of Information/ Specialist Organisations
Preventing and tackling bullying 2017 (July 2017 – DFE)
Keeping Children Safe in Education (DFE)
Mental health and behaviour in schools advice for school staff (DFE)
Counselling in schools a blueprint for the future (DFE)

Specialist organisation
The Anti-Bullying Alliance
Child Net International
Think U Know (CEOP)

## CHECKLIST OF SUGGESTED ACTIONS

Hurworth Primary School has considered and adapted the following checklist of actions. The checklist is a guide and may vary according to the age of the children involved, and the severity/ persistence of incidents. In all cases:

- All actions will take place on the same day as the incident.
- Any testimonials will be completed, given to SLT and added to CPOMs.
- The incident will be fully investigated by an appropriate member/s of staff on the same day.
- The incident will be fully discussed with the perpetrator and the victim.
- The parents/carers of the victim and the perpetrator will be informed of the incident and of any action taken.

There will be appropriate consequences, as outlined in behaviour procedures.

**A. Physical assault or the threat of it -** Suggested Actions:

1. Take measures to protect the victim.
2. Full investigation by appropriate staff.
3. Complete testimonials. Send to SLT and add to CPOMs.
4. Appropriate detailed information to the parents of perpetrator and victim.
5. Take disciplinary action appropriate to the severity of the offence.
6. Offer appropriate guidance and support to the victim and the perpetrator.
7. Consider long-term measures to prevent re-occurrence

**B. Name-calling; insults; mimicry; ridicule -** Suggested Actions:

1. If you are present, challenge it. Explain to the perpetrator that they are unacceptable and the reasons why, and the consequences of persistence
2. Take measures to protect the victim.
3. Individuals who are persistently abusive must be referred to the Senior Leadership Team for full investigation.
4. Complete testimonials. Send to SLT and add to CPOMs.
5. Appropriate detailed information to parents of perpetrator and victim.
6. Take appropriate disciplinary action.
7. Offer appropriate guidance and support to the victim and the perpetrator.
8. Consider long-term measures to prevent re-occurrence.