

Hawley Primary School



Anti-Bullying Policy

2020

To be reviewed: December 2022

Anti-bullying12/2020

Introduction

At Hawley Primary School, we believe that all children have the right to learn and develop in a safe, friendly and caring environment so that they can learn effectively, improve their life chances and maximise their full potential. We promote an inclusive ethos that focuses on respecting one another and celebrating difference and diversity.

This policy aims to ensure everyone in the school community has an understanding of what bullying is, the school policy on tackling bullying and what the school is doing to prevent bullying.

This policy sets out the school's approach to preventing and dealing with bullying both on the school's premises and online.

We want all our pupils to feel safe and that includes ensuring that they and their parents and carers know what to do should bullying occur. We want them to know how to seek support from our school should they feel unsafe and to have the confidence to do so.

Bullying can have devastating and long lasting effects on an individual. It is a completely unacceptable form of behaviour from any member of the school community (child, member of staff or parent/carer) and we will not tolerate it.

The Definition of Bullying

Bullying is behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- With a power imbalance that makes it hard for the victim to defend themselves

Bullying can happen to anyone and it takes many forms including:

- Physical assault
- Verbal Abuse - threats, name-calling, insults, mimicry, discriminatory language
- Emotional bullying - social exclusion, talking about children behind their back
- Indirect bullying – Spreading rumours, social exclusion,
- Online bullying – Using electronic media, including gaming and sharing embarrassing images/videos

Bullying is often motivated by prejudice against particular groups or because a child is different or perceived to be different. We recognise the potential for children with SEND to be disproportionately impacted by behaviours such as bullying.

Bullying can relate to:

- Race, culture or belief
- SEND

- Family background
- Appearance or size
- Ability and attainment
- Sexuality or gender

Bullying does not include conflict and/or friendship problems between children or one off incidents. We shall also deal with these issues appropriately.

Links to other policies

This policy is part of our approach to promoting good behaviour and links to other school policies including:

- **The Behaviour Policy**
- **The Complaints Policy**
- **The Safeguarding and Child Protection policies**
- **The PSHE Policy**
- **The Computing policy**
- **The Staff Code of Conduct**

Strategies for preventing bullying

Our school ethos promotes kindness. We recognise that it is everyone's responsibility to promote positive behaviour and to discourage all forms of bullying.

Our approach to preventing bullying involves direct teaching about healthy relationships, different types of bullying and its consequences, celebrating difference and diversity and promoting equality and inclusiveness.

We do this through:

- Our school ethos and environment
- Whole school activities
- The curriculum
- Training and support for staff
- Involving pupils
- Involving Parents and carers

Our school ethos and environment

We have high expectations of behaviour throughout the school. Staff promote positive relationships where children can be confident that staff will listen to them. Staff always challenge children when they use prejudice-based language.

Our break and lunchtimes are well supervised and support staff encourage all children to participate. More vulnerable children, for example, children with SEND, are given extra support to enable them to feel safe and to help them to develop the skills to manage friendship situations.

Whole School Activities

We recognise and celebrate diversity through our displays and resources including texts and images.

Throughout the school day, we teach children about the behaviour that we expect to see in school, but more specifically, we plan assemblies, PSHE lessons, circle times and e-safety lessons to promote positive behaviour.

We support and promote national campaigns including Black History month and Anti-bullying week. We have produced a school anti-bullying charter that is on display around the school – see Appendix 1.

Curriculum

We teach about bullying and bullying prevention in PSHE. Teaching about bullying is part of the statutory Relationships Education and Health Education in all Primary schools.

All classes have regular circle times, which are an opportunity for pupils to discuss social and emotional issues.

Training and Support for Staff

We talk to the pupils about asking for adult help and try to ensure that we are ready to listen to individuals when they come to us.

We have annual safeguarding training, which includes ensuring that staff know how to identify bullying and what to do if it occurs.

We review our anti-bullying policy and practice on a regular basis ensuring that all staff, parents and carers and pupils know what the school policy is on bullying and follow it.

Staff have regular updates on e-safety in order to ensure that they have access to the latest guidance.

Involving Pupils

We hold Pupils Surveys, which include questions on bullying.

Involving Parents

The Hawley Code of Conduct is on the school website and we send it home at the start of each school year.

We hold workshops for parents on e-safety and particularly focus on online safety and online bullying in Safer Internet week.

Our annual school survey includes questions about how well parents/carers think the school is dealing with bullying.

Reporting bullying

We aim to have a consistent approach throughout the school in dealing with bullying.

If a child or a parent/carer tells an adult in school about an incident of bullying, we will always listen and take action.

We consistently remind children that they should:

- Always tell someone if they feel that they are being bullied
- Talk to an adult that they trust – a staff member, a parent or a family member
- Remember that nobody deserves to be bullied
- Always tell someone if they see or know that someone else is being bullied and we remind all pupils that it is not acceptable to be a bystander

Parents/carers are encouraged to:

- Look out for signs that their child is being bullied
- Inform school immediately if they think that their child is being bullied by talking to the Class Teacher or to the Head Teacher
- Take time to listen to their child and remain calm
- Reassure the child that action will be taken
- Contact the school if they believe that another child is being bullied
- Seek further information and guidance from agencies such as www.kidscape.org.uk, www.nspcc.org.uk or www.childline.org.uk
- **Not** approach the bully or other parents
- **Not** encourage a child to hit back

Procedures and responses

All reported incidents of bullying are taken seriously and investigated thoroughly involving all parties. The school will:

- Investigate the incident, talking to all the children involved
- Inform the parents of the children involved and continue to keep them informed as to how the incident has been dealt with and whether the bullying has stopped.
- Respond in an appropriate way to stop the bullying behaviours, providing further support if required.
- Continue to monitor the situation, being ready to intervene again if necessary.
- Record the reported incident, including the type of incident, whether parents or not were contacted and how the incident was resolved.
- Data on bullying incidents is shared with governors each term.

Roles and Responsibilities

- The Head Teacher has the overall responsibility of ensuring the effective implementation of the school's anti-bullying policy.
- The Head Teacher communicates the policy to the school community and ensures that disciplinary measures are applied fairly, consistently and reasonably.
- The School Governors support the head teacher in monitoring and reviewing this policy.
- The governors and all staff are aware of this policy and implement it accordingly.
- The staff support and uphold the aims of the policy.
- Parents/carers support their children and work in partnership with the school.

Appendix 1 – Anti-bullying charter

HAWLEY ANTI- BULLYING CHARTER

We treat each other fairly

We respect each other and celebrate our differences

**We sort out friendship problems as soon as they happen and use
adult support if we need it**

We help and take care of each other

We use kind words and actions towards one another

We tell an adult if we see or hear someone being hurtful

We listen to each other's opinions