

Hunmanby Primary School

Anti-Bullying Policy

Rationale

Hunmanby Primary School seeks to be a socially inclusive school where everyone feels valued and safe.

Aims

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment. Freedom from personal threat is a fundamental right as well as being a pre-condition for successful learning.

All Governors, teaching and support staff, pupils and parents should have an understanding of what bullying is, what the school policy is on bullying and what they should do if bullying arises.

We aim to create a school ethos which encourages children to disclose and discuss incidents of bullying. We will provide support to pupils who have been bullied.

To produce a consistent school response to any bullying incidents that may occur.

How was the anti-bullying policy drawn up?

The process involved:

- Staff discussions on the rationale, aims of the policy and our definition of bullying.
- Workshop on behaviour management
- Training on assertive discipline/positive handling (related to behaviour policy)

What is bullying?

Bullying is defined as the intentional, repetitive or persistent hurting of one person by another where the relationship involves an imbalance of power. Bullying can be carried out face to face, through a third party, or by e-mail or text. It makes the victim feel unable to defend themselves or ask for help.

Bullying may take many forms:

- **Physical** (kicking/ hitting/ punching/ pushing)
- **Verbal** (name calling/ threats/ taunting/ offensive comments about appearance/ gossip/ mocking)
- **Exclusion** (isolation from social groups or activities)
- **Extortion** (taking/ damaging belongings)
- **Gesture** (faces/ hand/ finger signals)
- **Racial** (race/ religion/ skin colour/ languages)
- **Sexual** (inappropriate remarks/ touch about another persons body or sexuality)

Creating an anti-bullying climate in school

- We promote positive behaviour in school to create an environment where pupils follow the 'Golden Rules'
- We include social and emotional aspects of learning within the curriculum.
- We support national anti-bullying initiatives

- Our class councils/ school council provides a forum for discussion
- Approaches to tackle bullying include whole school, class and individual pupil work
- Year 6 have had training in peer support and mediation and are present on both playgrounds to organise games, help pupils sort out friendship issues and keep a record of incidents. They report to the teacher on duty and to the headteacher at the end of the week.

Procedures for dealing with bullying

We treat all forms of bullying seriously and will investigate incidents reported to us.

Details of incidents are recorded in the behaviour record in each classroom.

Staff will interview both parties separately and include any witnesses. The headteacher will be informed and where it is deemed appropriate will inform parents and/or request a meeting to discuss the situation and future action to be taken. A full record of the meeting and agreed action will be taken.

All staff in school will:

- Watch for signs of distress in pupils/ changes of behaviour, deterioration of work, isolation, avoidance of school etc.
- Be willing to listen and treat the information seriously
- Record each incident in the log
- Report concerns to the headteacher
- Put the school's procedures in place and inform both sets of parents where appropriate
- Use sanctions under our school's behaviour policy
- Set up discussion groups, circle time and lesson plans about bullying encouraging other pupils to be involved with peer group anti-bullying strategies.
- Ensure that all pupils know what to do when they are bullied and what will happen next.
- Establish a clear monitoring framework to reassure parents and pupils and to ensure repeat bullying does not occur.
- Affirm that bullying can be stopped and that our school will persist with interventions until it does.

Support Agencies

We will involve support agencies to:

- Train and support staff, pupils and governors
- Work with individual pupils
- Assist in home/school liaison

Guidelines for Pupils

What should you do if you see someone being bullied?

- The worst thing you could do is ignore it!
- Talk to someone about it
- Always be honest about bullying. Stick up for what you know is right

What should you do if you have been bullied?

- Don't suffer in silence. Keeping it to yourself hardly ever works.
- Tell a teacher or any adult you can trust. Tell them again if the bullying does not stop
- Do not give in to demands; it will not help in the long run

- Do not hit back; it could make things worse.
- Practice what you might say to a bully in front of a mirror
- Stay with a group of people. Stay away from unsafe areas.
- Try not to show that you are upset and walk confidently away even if you don't feel that way inside.

Guidelines for parents

What to do if you think your child is being bullied

- Look for signs/ changes in behaviour, not wanting to come to school, constant illness.
- Listen to your child, find out all the facts.
- Discuss what to do next.
- Talk to your child's teacher/ headteacher.
- Keep school informed of any developments.
- Help your child to deal with the problem by themselves.
- Try not to be over anxious or over protective.
- Do not encourage them to hit back, this rarely helps and could make things worse.

Monitoring and Review

The PSHCE coordinator and the inclusion coordinator will jointly monitor the reported incidents of bullying.

We will evaluate our anti-bullying policy annually.

The coordinators will report back to the headteacher. The headteacher will report to the Governing Body termly.

Related Documents

Behaviour Policy

Equal Opportunities Policy

Child Protection Policy

Racial Equality Policy

PSHCE Schemes of work