



Anti-Bullying Policy

Date: July 2018

Policy Aims

The aim of this Anti-Bullying policy is to communicate the school's approach to an anti-bullying ethos and culture. We commit to raising awareness of bullying; that it is unacceptable and will not be tolerated, as it has a detrimental impact on the emotional health and wellbeing of children. We will respond quickly and effectively to incidents of bullying, safeguarding and supporting both the perpetrator and victim of the bullying behaviours.

This policy has been written in collaboration with a group of KS2 pupils (Values Ambassadors) who have conducted class council sessions to gain the views of their classes.

Our Shared Beliefs about Bullying

Bullying damages children's and young people's physical and mental health, including their self-confidence, ability to build and sustain relationships and destroy self-esteem. Bullying causes harm to those who bully, those who are bullied and those who observe bullying. This school believes that all children and young people have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying.

At Hampton Vale Primary school our policies and procedures along with daily systems and structures reflect our strong ethos of 'no harm to others'.

In line with this ethos, pupils are taught:

- That all bullying, of any sort, is unacceptable
- How to seek support if they feel they are being bullied
- What to do if they think another pupil may be being bullied

What is bullying?

Bullying is defined by behaviour that is repeated, intended to hurt someone emotionally or physically, can happen anywhere and can be aimed at certain groups (e.g. related to race, religion, gender, disability, sexual orientation, young carers etc.).

Bullying as defined by our pupils

Our pupils defined bullying as:

- Deliberately upsetting, someone targeting you
- Recurring, often over a period of time, intentional and repeated
- Difficult to stand up against
- Constant
- They do not stop even when asked

The children said that there may be some people who are likely to be bullied as a result of physical differences such as height, weight, colour of hair or identity based differences such as ethnicity, ability or sexuality. *Anyone can be bullied for almost any reason or difference.*

Specific Types of Bullying

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another’s belongings
- Verbal – name calling, insulting, making offensive remarks
- Cyber – using social media, emails, texts and phone calls to harass another person or to spread rumours
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours

Prevention of Bullying

The ‘Behaviour for Learning’ policy outlines our school values and code of conduct are used to promote positive behaviour and how pupils are rewarded for displaying these values. It also outlines the sanctions that are used to tackle breaches of the code of conduct.

Every member of our school community has a responsibility to reduce bullying and create a safe, health and stimulating environment. Staff have access to regular training on positive behaviour management and anti-bullying strategies.

Pupils are taught about bullying and how to deal with it through the following SMSC opportunities:

- Assemblies by staff
- Circle Time/ PSHE lessons
- E-Safety lessons
- Anti-Bullying Week
- NSPCC assemblies and workshops
- Use of restorative justice strategies

Raising Concerns

Pupils are taught that if they are worried that they or somebody else is being bullied they should tell a member of staff. Sometimes, children can be anxious about coming forward. In order to support children in sharing their concerns the following strategies are used:

- Worry boxes around school – pupils can put a note in the worry box if they feel uncomfortable telling their teacher something verbally
- School Council – regularly meet to discuss how the school can be improved, with the opportunity to raise concerns
- Values Ambassadors – during regular meetings they can discuss any worries or concerns

Parents may also raise concerns if they are concerned by changes in behaviour at home. If a parent wishes to raise a concern, they should arrange an appointment with the class teacher in the first instance. Parents should avoid talking to other pupils/parents directly and should instead direct their concerns to the school.

Responding to incidents when they occur

All reports will be taken seriously and will be followed up by the class teacher or a member of the Leadership Team. Often, concerns that have been raised may require further investigation, which may include talking to other adults who work closely with the children involved or interviewing the pupils involved. Where bullying relates to the protected characteristics (Equality Act, 2010) this will be reported to Peterborough City Council on a termly basis.

Where it is found that bullying has occurred/is occurring the following strategies may be adopted to support the child and prevent further bullying:

- Providing the child with a buddy

- Reassure the child and ask them to share any further incidents straight away
- Plan additional PSHE/Circle Time lessons about the effects of bullying
- Use of an Anti-Bullying contract
- Use appropriate sanctions in line with the behaviour policy as consequences
- Meet with parents
- Arrange a time for a follow-up meeting with parents to discuss how the child has been since the disclosure was made
- Offer a place in lunch time club as an alternative to playing on the playground
- Monitor the situation closely until such time that the child feels safe and reports that the bullying has stopped

Bullying outside the school premises

The head teacher may sanction a pupil for their behaviour beyond the school gates in situations where:

- The pupil is taking part in an organised school trip or activity
- The pupil is travelling to or from school
- The pupil is wearing their uniform

Misbehaviour at any time outside of school hours will be sanctioned (including exclusion where necessary) if it:

- Poses a threat to another pupil or member of the public
- Could adversely affect the reputation of the school
- Could have repercussions for the orderly running of the school

Incidents of misbehaviour including bullying and cyber-bullying, which take place outside the school gates will be fully investigated and appropriate sanctions will be taken.