

Hall Orchard Barrow CE Primary School (Academy)

Anti-Bullying Policy

Rationale

At Hall Orchard C E Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. All schools must accept that some bullying may take place within them and need to have procedures in place to prevent it where possible and deal with it when it does occur. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. It means that even if the bullying target is too afraid to tell a teacher, all the bystanders know that it is their duty to do so and that they won't be accused of telling tales. It is a deterrent because a child with bullying behaviours knows that s/he won't get away with bullying.

At Hall Orchard we take bullying very seriously because:

- Bullying hurts.
- No one deserves to be a target of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.

At Hall Orchard C E Primary School we will respond promptly and effectively to issues of bullying.

What is Bullying?

Bullying is deliberately hurtful behaviour repeated over time. It is not about falling out with friends.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Bullying may include:

- Physical (physical assault, producing offensive graffiti, taking or damaging belongings)
- Verbal (taunting, name calling, mocking, making offensive comments)
- Cyber bullying (inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet)
- Emotional (gossiping and spreading hurtful and untruthful rumours and excluding people from groups.)

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'. If the target might be in danger then intervention is urgently required.

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related relating to homophobia or biphobia
- bullying relating to appearance or health
- bullying relating to transphobia
- bullying of children related to home circumstances
- bullying of a sexual nature relating to the target's gender or body; this can have a sexual and/or sexist element.

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- between parents
- individuals or groups
- between parents and staff

For bullying between staff, refer to grievance policy.

Policy Development

This policy was formulated in consultation with the school community. Pupils contribute to the development of the policy through the school council. The school council will develop a pupil friendly version to be displayed in classrooms.

Roles and Responsibilities

The Head Teacher - has overall responsibility for the policy and its implementation.

The Senior Leadership team is responsible for:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Managing the reporting and recording of bullying incidents
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Leading on the management of bullying incidents

- Assessing and coordinating training and support for staff and parents/carers where appropriate

The Anti-bullying Officer in our school is: **Nikki Phillips**. Her responsibilities are:

- Coordinating strategies for preventing bullying behaviour
- Reviewing the impact of the prevention strategies
- Liaising with SLT, who have overall responsibility for behaviour
- Liaising with children, parents and Governor

The nominated Governor with the responsibility for Anti-bullying is: **Clare Davenport**.

Reporting and Responding to Bullying Procedures

All reported incidents will be taken seriously and investigated and logged onto CPOMS. This will include:

- Interviewing all parties
- Informing parents, when bullying has been identified
- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Incidents will be monitored to ensure situation is improved/ resolved.
- Support will be provided for both parties involved through a range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work, referral to outside agencies if appropriate
- Police involvement where applicable.

If parents have concerns about bullying, they should in the first instance communicate this with the class teacher who should pass information onto senior leaders. Persistent concerns should be directly reported to a member of the SLT.

The information we hold will be used to ensure incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to the governors in an anonymous format as part of the annual report. The policy will be reviewed and updated annually.

Peer on Peer Abuse

This school recognises that children sometimes display harmful behaviour and that such incidents or allegations must be referred on for appropriate support and intervention. Such abuse is unacceptable and will not be tolerated or passed off as “banter” or “part of growing up”. This abuse could for example include sexual violence and sexual harassment, “upskirting”, initiation/hazing type violence, all forms of bullying, aggravated sexting and physical violence (e.g. hitting, kicking, shaking, biting, hair pulling, etc.) experienced by both boys and girls. However, girls are more likely to be the victims and boys perpetrators.

Where an incident has occurred or specific risks are identified, the details will be added to safeguarding or behaviour record for the children concerned and an investigation conducted by the DSL or Headteacher. A written risk assessment will be undertaken by the DSL in order to minimise

the risk of further harm and to ensure the safety of all staff and pupils. Parents or carers of the children involved will be informed as soon as it is appropriate to do so. Support will be offered to the alleged victim, the child or young person accused and any other children involved by different adults in school (to avoid a possible conflict of interest). A referral to any relevant outside agency will be made e.g. Police or Social Care. Detailed procedures are included in the linked school policies mentioned above.

Actions to Tackle Bullying

We operate a “prevention is better than cure” approach. It is essential that we be vigilant for signs of bullying and always take reports of incidents seriously. We need to use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. We have an Anti- Bullying week annually in order to inform and consolidate. Bullying is also addressed through the curriculum, particularly through PSHE lessons. Our prime concern will be the support and protection of the target as well as every attempt being made to help the child displaying bullying behaviour to change their behaviour. Actions will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified should the bullying continue.

School Council will include bullying on their agenda regularly and HOPS guardians will support on the playground where necessary.

All staff will receive training on the identification, prevention and management of bullying. Procedures for dealing with a bullying incident will be discussed regularly. This policy will be shared and copies given to any new members of staff.

Dealing with incidents outside of school

Where bullying outside school is reported to school staff, it should be investigated and acted on in line with section 90 and 91 of the Education and Inspections Act 2006.

Monitoring and Evaluation of the Policy

The Governing Body and the Senior Leadership Team will monitor and reinforce the policy through staff meetings, discussions with staff, children and parents as well as responses to questionnaires. The Headteacher will report any serious incidents through her termly report to Governors.

References Documents and Related Policy/Guidance

- Preventing and Tackling Bullying, DFE, July 2017
- www.beyondbullying.com
- Incident Report Form
- Child Friendly Anti Bullying Leaflet
- Behaviour Policy
- Safeguarding Policy
- Acceptable Use Policy

- Equalities Policy
- Complaints policy
- Confidentiality Policy

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