

# HURST GREEN PRIMARY SCHOOL



## Anti-Bullying Policy

Policy for the attention of			
Audience	Key Audience	Optional Audience	Additional/Notes
Senior Leadership Team	√		
Teachers	√		
Teaching Assistants	√		
Administrative Staff	√		
Lunchtime Supervisors	√		
Site Manager		√	
Cleaners		√	
Governors	√		
Parents	√		
Website	√		
Local Authority		√	

Responsibility of	School Improvement Committee
Review frequency	Every two years in conjunction with the behaviour policy
Previous versions agreed	3 October 2016; 4 December 2017
This version agreed	2 November 2020
Next review date	Autumn 2022

## **Hurst Green Primary School Anti Bullying Policy**

Hurst Green is committed to providing a caring environment for the whole school community and creating a positive ethos in which all children can learn. Bullying is an anti-social behaviour which will not be tolerated.

This policy has been written in line with Rights Respecting Schools and the following articles are considered to be the most relevant.

### **Article 29**

Education should encourage children to respects others, human rights and their own and other cultures. It should help them to learn to live peacefully and respect other people.

### **Article 3**

All organisations concerned with children should work towards what is best for each child.

### **Article 14**

Children have the right to think and believe what they want, as long as they are not stopping other people from enjoying their rights.

### **Definition:**

Bullying is defined as deliberate, hurtful behaviour, repeated over a period of time. We recognise behaviour as bullying when there is reasonable cause to suspect that a child is, or has been, hurt by an individual or group whether physically or emotionally. This behaviour is undertaken with intent, and has happened on more than one occasion.

### **Bullying:**

Bullying presents itself in many different forms including cyber bullying, prejudice based bullying related to special educational need, sex, race, religion, belief, disability and sexual orientation.

**Verbal**-when someone is called names, threatened or made to feel uncomfortable.

**Physical**- when someone is hit, punched, pushed or has their personal items stolen or any other kind of physical aggressive contact.

**Social** - when someone is left out of games, deliberately ignored, has unkind things spread about them and is made to feel like an outsider.

**Emotional**- when someone is intimidated through teasing and shouting which affects their mental wellbeing.

**Cyber**- is the use of technology including the internet, e-mail, chat rooms, social networking sites and mobile text messaging to cause intentional hurt or upset.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parents or other interested people.

Within the curriculum the school will raise the awareness of the nature of bullying by including the subject in PSHE lessons, assemblies and Rights Respecting work. In addition the theme will be used to support general curriculum, group and 1-1 support where appropriate.

Hurst Green carries out surveys with pupils annually to gain their views on bullying and safety matters. This information is fed directly into the school improvement plan to help shape the schools pastoral work.

### **Bullying directed towards race, gender, sexual orientation or disability:**

We will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. Stereotypical views are challenged and children learn to appreciate and view positively differences in others, whether arising from race, gender or disability.

Racial incidents are reported to the Governing Body and LA as required.

### **Special Educational Needs or Disabilities:**

The school acknowledges its legal duties under the Equality Act 2010 in regard to safeguarding children with SEN.

### **What school will do when dealing with incidents of bullying:**

- Treat each case with understanding, listening to the child's concerns
- Reassure the child/children that they have made the right choice in telling someone about the situation and that action will be taken.
- Establish whether it fits into the school's definition of bullying or is it an isolated case.
- If a child is being bullied, talk to them about the incidents that are making them unhappy and record information, including the names of any other children mentioned.
- Investigate the allegation and make it clear to the bully that this behaviour will not be tolerated, reporting details to the class teacher/ Senior leaders.
- Keep detailed records.
- Teaching staff, lunchtime staff, learning mentor and if appropriate Anti bullying ambassadors will support the victim in a 1-1 situation to restore self-esteem and confidence and help them develop coping strategies.
- Inform the child and parents of the action taken.
- The child/children displaying bullying behaviour will be supported by:
- Being given the opportunity to discuss what has happened and why they have become involved in a bullying situation.

- Establishing wrong doing and the need for change in attitude and behaviour.
- Help them reflect upon and examine the consequences of their actions.
- Informing parents/carers as appropriate
- Should the bullying persist the severity of the consequence will increase accordingly in line with School Behaviour chart.

### **Signs to look for:**

There are a number of signs and symptoms that a child may display to indicate that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:-

- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable. Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or missing
- Asks for money, starts stealing money
- Has dinner money or other money continually "lost"
- Has unexplained cuts and bruises
- Changes in eating habits
- Afraid to use the internet or mobile phone
- Children are encouraged to report any bullying in schools to an adult or Anti-bullying Ambassador

### **Responsibilities:**

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. This is done through Rights Respecting School ethos which ensures children understand not only their right to be/feel safe but also their responsibility to respect others.

### **Responsibility of:**

School Governors to take a lead role in monitoring and reviewing this policy. Governors, the Head Teacher's Senior Management, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.

Pupils to abide by the policy.