



HEADLANDS PRIMARY SCHOOL ANTI-BULLYING POLICY

Rationale

Headlands Primary School is committed to a policy of inclusion, equality and justice. We provide a warm, caring and safe place for all our children so that they can learn and play in a relaxed and secure environment.

We believe that bullying of any kind is totally unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously and where bullying is challenged effectively, pupils will feel safe and happy. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

We acknowledge that bullying can and does happen from time to time. When bullying does occur, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively in accordance with our school anti-bullying policy.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

Our bullying policy should be read in conjunction with our school's behaviour policy and has been written in accordance with the following Department of Education (DFE) guidelines and recommended guidance:

- DFE Preventing and tackling bullying: July 2017
- DFE Cyberbullying: Advice for headteachers and school staff: November 2014
- DFE Advice for parents and carers on cyberbullying: November 2014
- Childnet International: Cyberbullying: Understand, Respect and Respond Guidance for schools 2016

What is bullying?

Bullying is behaviour by an individual or group, **repeated over time**, that **intentionally** hurts another individual or group either physically or emotionally.

Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Race Equality/Inclusion Statement

Headlands Primary School aims to promote community cohesion and provide high quality educational experience for all children.

We do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs
- Overcoming potential barriers to learning

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

Bullying can take many forms, but three main types are:

- **Physical** – hitting, kicking, spitting, demanding money or belongings.
- **Verbal** – name calling, insults; making racist, sexist, homophobic or offensive remarks.
- **Indirect** – excluding or 'blanking', spreading gossip, damaging property, offensive or abusive emails, text messages or posts on websites – known as 'cyber bullying'.

Bullying inhibits full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is never acceptable and will not be tolerated.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, disagreements, arguments or even when the occasional trick or joke is played on someone. It is bullying if it is done repeatedly **Several Times On Purpose (STOP)**.

What is bullying?



Several
Times
On
Purpose

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Aims

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment.

We continually reinforce the importance of our shared values of respect, resilience, independence, friendship, and responsibility. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

At Headlands Primary School we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children to be treated fairly, with respect and dignity.

- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

The school will set about doing this the following ways:

- The school will meet the legal requirements to have an anti-bullying policy.
- The school will work closely with other professional agencies to ensure that children stay safe.
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents/carers will know what the school policy is on bullying.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Each class agreeing on their own set of class rules.
- Participating in anti-bullying week and e-safety workshops eg 'Be kind on line'
- Raising awareness through assemblies, work in PSHE lessons and circle time discussions.
- Setting up circle of friends support network to support individuals experiencing difficulties or providing ELSA support.
- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Training Play Leaders to support at lunchtimes.
- Using praise and rewards to reinforce good behaviour.
- Involving parents and the wider community.
- Multi agency work – working with social service and police.

Signs and Symptoms of bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these signs and investigate further if a child:

- Is frightened of walking to or from school.
- Begins truanting.
- Becomes withdrawn, anxious or lacking in confidence.
- Feels ill in the morning.
- Begins to underperform in school work.
- Has possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.

This is not a definitive list but suggests some of the signs and symptoms. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What happens if a child is being bullied?

We want everybody to feel confident to report bullying whenever and wherever it happens, and get the help they need to feel safe again. All pupils know that if they are experiencing bullying they should tell their teacher in the first instance. If the pupil does not feel confident in doing this, other adults are available including our ELSA TAs, or a member of SLT. Children are encouraged to provide as many facts as possible (Who? Where? What? Why? When? How?).

We encourage all children to **Start Telling Other People (STOP)**.

What can you do?



Start
Telling
Other
People

What should happen if someone else is being bullied?

Ignoring bullying is cowardly and unfair to the victim. Staying silent means that the bully has won and gives them more power. There are ways to help without putting yourself in danger, for example; tell a member of staff as soon as possible or ask someone you trust about what to do.

Bullying which occurs outside school premises

School staff have powers to discipline pupils for misbehaving outside the school premises, but only if it would be reasonable for the school to regulate the pupil's behaviour. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, or outside the local shops.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher will also consider whether it is appropriate to notify the police. If the behaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

While staff have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on school premises or when the pupil is under the lawful control of school staff eg school trip.

Procedures for reporting and dealing with bullying incidents

At Headlands Primary School all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved.

The following step by step procedures will be followed in all cases:

- Initially, staff will listen and speak to all children involved about the incident separately.
- Appropriate action will be taken quickly to end the bullying behaviour in line with the school's behaviour policy.
- Appropriate advice will be given to help the victim.
- The parent/carer of the bully will be contacted.
- The parent/carer of the victim will also be contacted and informed about the incidents.
- Work will be done with the victim to support and keep a check on things.

- Work will be done with the bully to help them understand and change their behaviour including investigating the underlying reasons as to why they are bullying.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue, the Head teacher may make the decision to exclude the child.
- Appropriate records will be kept of all incidents.

Monitoring and evaluation of the policy

To ensure the policy is effective, it will be regularly monitored and evaluated by SLT. They will do this through the monitoring of behaviour logs and feedback from the annual pupil and parent questionnaire.

Headteacher: Mrs Ruth Ellis

Chair of Governors: Rev Ron. Smith

Date: 16.05.2022