



Anti-Bullying Policy

Adopted Date: **September 2023**

Review Date: **September 2024**

*This policy needs to be read in conjunction with the Safeguarding Policy.
The terms of the Safeguarding Policy are to take precedence over the
guidelines set down in any other policy.*



This policy details the Hadleigh Community Primary School definition of bullying and the response that the school shall adopt.

STATEMENT OF INTENT

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. We recognise that as children learn and grow together, they may experience fallouts with their peers, but we are committed to supporting our pupils to resolve these 'relational conflicts' and stop them from progressing to bullying behaviours.

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.

OBJECTIVES OF THIS POLICY

- All governors, teaching and non-teaching staff, pupils and parents must understand what bullying is.
- All governors, teaching and non-teaching staff must know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when bullying is reported.
- All governors, teaching and non-teaching staff, parents/carers and pupils must know that we take bullying seriously and bullying will not be tolerated.

WHAT IS BULLYING?

The Anti Bullying Alliance defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying can be:

- Emotional: being unfriendly, excluding or tormenting e.g. hiding books or making threatening gestures.
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Sexual: unwanted physical contact or making sexually abusive comments.
- Verbal: name-calling, sarcasm, spreading rumours or teasing.
- Cyber: any of the above by using electronic medium e.g. texts, phone, e mail, social networking etc.
- Indirect: Can include the exploitation of individuals.

Prejudice related bullying may focus on:

- People of different ages
- People with disabilities
- People with different abilities
- People of different ethnic backgrounds
- People of different gender
- People of different gender identities
- People from different faith traditions
- People with different sexual identities
- People of different economic backgrounds



All people are of equal value and should be treated with equal respect and consideration.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying leads to loss of confidence, self-respect and performance. In extreme cases it can lead to mental health issues including actions of self-harm. It destroys the community's cohesion. Pupils who are bullying need to learn less aggressive ways of behaving to improve the quality of their life and that of potential victims.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

SIGNS AND SYMPTOMS

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- school work deteriorates
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money or lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a significant possibility.



REPORTING ON BULLYING

At Hadleigh Community Primary School we want pupils, parents/carers, staff, and visitors to confidently report bullying and know that their concerns will be taken seriously. We remain committed to supporting and safeguarding all children involved including the target, the alleged perpetrator, any bystanders/witnesses to the bullying behaviour and the wider school community.

- If a pupil reports a bullying incident then it is preferable that they are seen in private and essential that they are listened to away from other children.
- Children must be respected and taken seriously when they report bullying incidents.
- Staff must record incidents on CPOMS. Facts not opinions are recorded. Entries will be monitored regularly by the Headteacher. It is important that staff log all types of bullying.
- In allegations of serious bullying - serious physical attacks, serious verbal abuse or repeated minor incidents, the incidents will be recorded by staff on Bullying Incident forms (green) and handed to the Headteacher or Deputy Headteacher.
- If in doubt on any issues of recording bullying, teachers should seek advice from a member of the Leadership Team.
- All incidents of prejudice related bullying are noted in the Headteacher's report to Governors termly.

WHAT THE STAFF SHOULD DO:

- Listen to the victim, perpetrator and any other pupils with information and log facts, not opinion.

The next steps will usually be to:

- Meet separately with the victim and the bully.
- Reassure the victim that they are safe and explain that bullying will not be tolerated.
- An attempt will be made, and support given, to help the bully understand and change his/her behaviour. This should include an apology and possibly reconciliation.
- Explain sanctions in the behaviour policy and follow them where necessary.
- Explain that all relevant staff will be made aware of the situation and will be monitoring it.
- After the incident / incidents have been investigated and dealt with each case will be monitored to ensure bullying does not continue.
- An individual behaviour plan may be drawn up to support the bully.
- Check regularly with the victim that bullying has ceased.
- Meet with a group of friends of the victim and encourage them to report any incidents and to be supportive.
- Meet with the peer group of the victim/bully to discuss any issues.

PREVENTION

Through our PSHE programme we use a variety of teaching methods to help children prevent bullying. These may include:

- Writing a set of school rules.
- Writing stories or poems or drawing pictures about bullying.
- Reading stories about bullying or having them read to a class or assembly.
- Exploring issues related to bullying through role-plays and other drama techniques.
- Having discussions about bullying and why it matters.
- Everyone recognising that we are a TELLING SCHOOL.
- Circle time.



- Monitoring of children around the school.
- Observing bullies or victims at playtimes, around school and in class.
- Encouraging an open door policy for parents to share any concerns.

Our work on promoting British Values, underpins learning linked to the prevention of bullying.

VISITORS

We ensure that all visitors to our school are aware of our Child Protection and Safeguarding procedures and which staff member they should report any concerns to. The member of staff may differ depending on the purpose of the visit (e.g. supply teacher, governor, external agency etc).

We ask that if a visitor to our school has any concerns about bullying behaviour that they have witnessed, or been told about, that they report their concerns at the earliest opportunity in person to the school's headteacher or a member of the Senior Leadership Team. We ask that visitors report their concerns in person by the end of the school day. For example, it would not be appropriate to wait until the following day or leave a written note with concerns. The member of staff receiving the report will take an initial note of the concerns and will then make a formal record of the bullying report on the school's recording system (CPOMs) and other relevant staff members will be alerted. The member of staff will directly alert the school's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk.

LINKS WITH OTHER POLICIES

The anti-bullying policy links closely with the behaviour policy, which clearly outlines the expectations and consequences of children's behaviour, and encourages them to take responsibility for their actions. This policy also links with the Safeguarding policy and with the Online Safety policy, which outline the steps taken by the school to protect children from harm.

GOVERNORS

Any incidents of bullying considered serious by the head teacher, will be reported to the Governors and further action will be taken if necessary.



APPENDIX 1

Anti-Bullying Incident Report Form

Victim's name: _____

Bully's name: _____

Date: _____

Description of incident:

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Action taken:

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Signed: _____ (Staff Member)

Signed: _____ (Phase Leader)