



Hinchley Wood Primary School

Anti-Bullying Policy

Date: December 2020

Governors Responsible: Local Governing Body

Staff members responsible: Miss Jayne (Assistant Head Teachers)

Review period: Annually

Last reviewed: December 2020

Next due for review: Sept 2021

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INTRODUCTION

Hinchley Wood Primary School puts the children's wellbeing at the heart of its provision. Our whole school community is committed to enabling the children to become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future. All people have feelings and deserve to be treated with respect. We may not share the views of others but we must not disrespect them.

AIMS AND OBJECTIVES

Hinchley Wood Primary School does not tolerate bullying of any kind. We believe that children have the right to learn in a supportive, caring and safe environment without fear of being bullied.

Objectives:

- To raise awareness of bullying.
- To prevent acts of bullying through PSHE, assemblies and other curriculum areas.
- To ensure a consistent response to bullying incidents.
- To support all community members who may be involved in bullying incidents.
- To develop a supportive home, school and community partnership.
- To support children to be successful in their role as members of the school community and as citizens of modern Britain.

DEFINITION OF BULLYING

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (the use of Information and Communications Technology such as mobile phones and the internet to deliberately upset someone else)

The Anti-Bullying Alliance (ABA) 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. **Bullying** can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.” (ABA 2014)

An incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils the descriptions of bullying.

What is bullying?

Bullying is deliberate and always intentional, it is never a mistake. Bullying is the repetition of unwanted behaviour, not a single act.

There are three main people involved in bullying or more: the witness, the person being bullied and the person doing the bullying.

Bullying can take place between: young people; young people and staff; between staff; individuals or groups

Certain groups of pupils/adults are known to be particularly vulnerable to bullying by others: these may include pupils with special educational needs such as learning or physical disabilities; young carers, Looked After children, those from ethnic and racial minority groups and those young people who are/perceived as lesbian, gay, bi-sexual, transgender or questioning their gender.

What does it mean to be part of the Hinchley wood Primary and a citizen of modern Britain?

We believe that everyone should be treated equally. Even if you do not know someone, or are not their particular friend, you should be kind and respectful towards them. We would expect the same of anyone we met outside school in our day to day lives.

ROLES AND RESPONSIBILITIES

All members of staff are expected to deal with bullying incidents sensitively. Children are expected to 'tell' an adult if anyone does anything to them which hurts or intimidates them. Children are encouraged to use the adults in the school to help mediate when difficulties occur between peers in school, rather than take matters into their own hands. Any incident of bullying that occurs away from the classroom must be shared with the class teacher. Class teachers have a responsibility for dealing with bullying incidents within their class. All bullying should be recorded on our Child Protection Online Management System (CPOMS) and shared with the head teacher or member of the Senior Leadership Team.

All members of staff are expected to teach about faith, culture and traditions that reflect the make-up of modern Britain so that all children have the knowledge and understanding to enable them to learn and work alongside others effectively. Where parental views are expressed to the contrary of this expectation, staff must pass the information to a member of the SLT who will make contact with the parent to gain insight into their view and to challenge prejudice.

PROCEDURES FOR REPORTING AND RESPONDING TO BULLYING

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has witnessed an incident or been approached about an incident.

- A clear account of the incident will be recorded on CPOMS and shared with the Headteacher or a member of the Senior Leadership Team.
- The Headteacher or their delegate will look into accounts from all concerned and record any updated information on CPOMS. Class teachers will be kept informed.
- Parents of both parties will be informed of the incident.
- A restorative justice approach may be used to help the victim of bullying and to help the perpetrator to understand the impact of their bullying behaviour.
- Sanctions will be used as appropriate and in consultation with all parties concerned and in line with the Hinchley Wood Primary School's Behaviour Management Policy.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Behaviour that causes particular concern must always be reported and discussed with one of the school's DSLs who may feel it appropriate to address it in context of a Child Protection issue. Please refer to the Child Protection Policy for more information.

An individual school cannot deal with incidents of alleged cyber-bullying that occur outside of school. However, if parents have concerns about this kind of bullying they are encouraged to share copies of any offending material and to discuss concerns with their Headteacher.

When such an allegation is made and it is not clear whether or not the incident actually happened as reported, or who was responsible for causing the harm, it is the responsibility of the leadership team or their delegate to look into the matter. They may do this by taking accounts of the incident from whomever was present – adults as well as children. Once the accounts are taken and in the absence of anyone 'owning' the responsibility for the harm caused, the leadership team will decide, using the balance of probability methodology, whether the incident did take place as per the allegation and, if so, who was responsible. At that point they will record the incident on CPOMS. The child responsible will be fully involved in the process and guidance will be given to show him/her why these remarks or actions are so damaging. Parents will be informed and asked to support the school in challenging these unwanted behaviours.

STRATEGIES FOR THE PREVENTION AND REDUCTION OF BULLYING

- Preventative work on bullying will take place through whole school initiatives (staff training, assemblies, Friendship Week etc.) and proactive teaching strategies (PSHE lessons, circle time etc.) See appendix.
- Members of staff will use praise and rewards to reinforce good behaviour.
- Children will be encouraged to tell an adult if they are being bullied or if they suspect someone else is.
- Children will be taught explicitly about cyber-bullying through PSHE lessons.

- Information about cyber-bullying and internet safety will be shared with parents through the school newsletter.
- Questionnaires will be used to determine parent and pupil views on bullying.
- Parents will be able to access anti-bullying policy.
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

There are clear consequences for bullying and discriminatory behaviour and guidelines for robust and consistent sanctions are detailed below.

Adult racist, homophobic, transphobic, sexist and discriminatory behaviour in the school grounds

It is an expectation that adults treat one another with respect and courtesy whilst on the school site. This is an important part of modelling the behaviour we expect from children. If an adult experiences discriminatory behaviour of any kind it is an expectation that they report the incident to a member of the Senior Leadership Team.

Adults are reminded that the Governing Body has the authority to ban any person from the school site for a period of time should it be deemed necessary.

PROCEDURES FOR MONITORING, EVALUATION AND REVIEW

The information we hold on CPOMS will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of school policy by the Senior Leadership Team.

This information will be presented to the governors in an anonymous format as part of the termly and annual reports.

In the event of a parental complaint about possible bullying, staff will monitor the child closely, both in class and on the playground, and we will record incidents as and when appropriate using the CPOMS system. The Headteacher and Senior Leadership Team will monitor and review the effectiveness of this policy on an annual basis. If a parent is unhappy with the way in which an incident of bullying has been dealt with, they should be directed to follow the complaints procedure.

Appendices

Friendship leaflets created by pupils at Hinchley Wood Primary School during Friendship Week 2020.



Worry Section

If you are feeling worried, don't be scared to ask a friend, teacher or a reliable adult for help and support. Telling someone can really help.



Welcome!

In this leaflet you will learn how to be a good friend, how to make new friends and much more! At Hinchley Wood primary school, we don't want ANYONE to feel left out or hurt. Happiness and joy are key in our education. We hope you enjoy our leaflet.

Games

Some good games you can play are-

- Sports. For instance football

- It

- Stuck in the mud

- Duck
duck
goose.

How to make new friends

If you want to make friends, try asking a group of people to play or ask someone who may need a friend themselves.



Good Luck!

A good friend...

IS

- Irreplaceable
- Trustworthy
- Helpful
- Patient
- Respectful
- Kind
- Reassuring

Does

- Smiles
- Shares
- Helps Others
- Lets You Join In
- Keeps a Secret

Says

- "Are you okay?"
- compliments
- "Thank you!"
- "Well done!"
- "How are you?"

