



Anti Bullying Policy

Date of most recent review:	March 2022
Date of next review:	March 2025
Member of staff responsible:	Charis Baker

This policy has been considered in line with our vision – ‘Caring, Believing, Achieving’.

This policy, which is published on the school website, is informed by Christian Values and has been considered in line with our vision – ‘Caring, Believing, Achieving’. As a school, we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to and that bullying will not be tolerated. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Aims and objectives

The aim at Hatherop CofE Primary School is to create an environment in which everyone, pupils, parents and staff, feel safe and valued. An environment where harmful words or actions are known to be unacceptable and where there are clear strategies for recognising bullying and dealing with it in a framework of forgiveness.

All cases of bullying are serious, whether physical or emotional/psychological. The aim of this policy is to prevent bullying of any sort, to combat all forms of negative discrimination and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied.

- All members of the community, including governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All members of the community including governors, teaching and non-teaching staff, pupils and parents should know what the school policy on bullying is 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.

Therefore the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

Our Values

Our twelve values underpin the behaviour of the whole school community. Those particularly pertinent to anti-bullying are:

- **Friendship:** all members of the school community are encouraged to offer friendship to one another
- **Forgiveness:** we forgive each other when we make mistakes
- **Encouragement:** we encourage all members of the school community to achieve their potential
- **Truthfulness:** everyone is expected to tell the truth at all times
- **Respect:** we expect members of the school community to respect one another and their property, the wider community and the environment

What is Bullying?

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

Bullying can be short term or continuous over long periods of time. Examples of unacceptable behaviour include:

- Physical (including sexual) assault e.g. pushing, kicking, biting or any use of violence
- Verbal e.g. name calling, sarcasm, teasing, spreading rumours, making offensive remarks
- Cyber-bullying e.g. all areas of internet, including using social websites, email, text, messaging, photographs, video, mobile phones
- Emotional e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Indirect e.g. ignoring someone, leaving them out of activities, purposefully not communicating with them or spreading rumours

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism or sexual bullying
- Homophobia, Biphobia or Transphobia

Bullying can take place in the classroom, playground, toilets, on residential trips and cyberspace. It can also include bullying of or by school staff and between families in the local community.

Bullying can take the form of inappropriate and discriminatory language. All forms of homophobic, biphobic and transphobic language will not be tolerated and will be clearly challenged as wrong (eg the use of language such as 'gay' and 'lesbian' even when it is not directed towards a particular person or group but used to make remarks to pass a negative judgement eg 'your bag is so gay'). All homophobic, biphobic or transphobic language, even examples that can often be considered as casual, will be challenged.

Bullying is not

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all learn how to deal with these situations and develop social skills to repair relationships.

The Prevention of Bullying

At Hatherop CofE Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying through: worship themes and the values teaching; Personal, Social, Health and Economic (PSHE) and Relationships and Sex education (RSE) lessons (including e-safety lessons); Spiritual, Moral, Social and Cultural (SMSC) Curriculum and specific anti-bullying lessons and focus days.

The ethos and values that underpin Hatherop CofE Primary School mean that all staff actively encourage children to have respect for each other. Kind and polite behaviour is regularly acknowledged and rewarded. Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other. All children sign a Home School Agreement when they start school at Hatherop.

Children are taught that bullying is unacceptable and if a child feels that they are being bullied or know of anyone being bullied, then they are encouraged to tell a member of staff, parent or adult whom they feel they can trust. Children are also consulted through pupil questionnaires and small group pupil discussions.

Staff are vigilant about bullying behaviours challenging unacceptable behaviour and setting standards of acceptable behaviour so that there is a culture of trust and respect. Staff are aware of those children who may be more vulnerable or may be more likely to fall victim to the behaviour of others.

Anti-Bullying Week

One particular means used to help prevent bullying and promote a culture of kindness and respect is through anti-bullying week. Anti-Bullying Week is an annual UK event held in the third week in November which aims to raise awareness of bullying of children and young people, in schools and elsewhere, and to highlight ways of preventing and responding to it. The week aims to raise awareness both within the school community (through specific lessons and collective worship), and the broader community of parents and carers through the newsletter and website and encouraging a competition or project that can be carried out in the home. This week helps to raise awareness, highlight issues and reinforce lines of communication between school and home.

Procedures for dealing with bullying

Children are taught that they have a right to feel safe at school and that nobody has the right to make them feel unhappy. If they are being bullied, they are taught to report this to a member of staff or to a trusted adult/parent.

Staff will take all forms of bullying seriously and will respond to all allegations and incidents of bullying. Staff will investigate any incidents where bullying is reported. All those involved will have the opportunity to be heard, staff will take a problem solving approach, avoiding direct closed questions. Staff will do all they can to support the child who is being bullied and to work with the child who has carried out the bullying and to any non-intervening bystanders.

If staff become aware of bullying taking place, they will deal with the issue immediately. This may involve counselling and support for the victim of the bullying and sanctions for the child who has carried out the bullying in line with the school's Behaviour Policy. In more extreme cases, the Head Teacher may contact external support agencies.

If any member of the school community is made aware of instances of bullying, they will report it to the Head Teacher who will investigate.

Recording of Bullying incidents

All incidents or suspected incidents of bullying must be recorded in the School Behaviour Log and reported to the Head Teacher. Parents will be informed as soon as possible. This will include incidents where staff have had to become involved and speak with children and/or where parents have raised concerns regarding bullying. All incidents of bullying will be discussed with all the relevant staff and the parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child/children may be prevented from happening in the future. Incidents of bullying will be discussed with the Governing Board (Safeguarding Governor) where appropriate.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school's anti-bullying policy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request and will monitor all reports of bullying. The Head Teacher signs the Home School Agreement stating that the school will let parents know about any concerns or problems regarding their child's behaviour.

The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community. All parents

sign a Home School Agreement stating that they will support the school in encouraging all children to behave kindly to others at all times both in school and out of school.

Other related policies

This policy is available on the school website and on request from the Head or the Chair of Governors in hard copy. It should be read in conjunction with the following policies:

- Child Protection and Safeguarding Policy
- Cyberbullying Policy
- Equal Opportunities Policy
- Behaviour Policy
- SEN Policy
- PSHE Policy
- Whistleblowing Policy

This anti-bullying document is also compliant with:

- Equality Act, 2010
- SEND Code of Practice 2014: 0 to 25 years
- Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies, October 2014
- Keeping Children Safe in Education, DFE, 2018

Concerns, Complaints & Compliments:

We recognise that there may be times when individuals feel that we have not dealt with an incident of bullying well and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, individuals can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office.

We would also be pleased to receive compliments – feedback from parents when things have gone well.

Additional Information & Support

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk

Bullying Online	020 7378 1446	www.bullying.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	www.kidscape.org.uk
	08451 205 204 (helpline for adults only)	www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk

Policy review schedule

This policy was reviewed by the Curriculum committee in February 2022 and approved by the Full Governing board in March 2022

Date of next Review March 2025

Monitoring arrangements

Implementation and impact are monitored via school visits, discussion and annual surveys with parents, staff and pupils that include questions on behaviour and bullying. Bullying instances are discussed with the Governor Safeguarding lead where necessary.