

Hose Church of England Primary School



Anti-Bullying Policy

"Whatever you do, work at it with all your heart" Colossians 3.23.

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What is Bullying

Bullying is regarded as being any repeated, targeted behaviour which causes hurt, fear or distress to another person

It takes many forms:

- Physical – hits, spits, push, kick; damage to / hiding belongings
- Emotional - being unfriendly, excluding, tormenting, threatening and using gestures
- Indirect / Direct verbal- behind your back and to your face threats, insults, nasty teasing, hand signs, blackmail
- Psychological- rumours, social exclusion, using a third person
- Cyber bullying- All areas of the internet such as e-mail & internet networking, site misuse, mobile threat by text messaging & calls, misuse of associated technology, i.e. camera & video facilities. (See school's Online Safety Policy). Homophobic bullying- calling 'gay' or 'lesbian'
- Racist- Racial taunts, graffiti, gestures.
- Homophobic - when people behave or speak in a way which makes someone feel bullied because of their, or their family members' actual or perceived sexuality.
- Transphobic - occurs when bullying is motivated by a prejudice against people who identify as transgender.
- Disablist - This type of bullying is a prejudice to those people with a form of disability.
- Sexual- Unwanted physical contact or sexually abusive comments.

- **Appearance or health conditions** – where an individual or group are targeted because of their physical appearance or a health condition for example a disfigurement, a traumatic injury, severe skin condition.
- **Home circumstance** – where the motivation for bullying is based on the persons living arrangements for example: young carers, children in care or geographic locality i.e. where they live.

Bullying may also occur between adult – child or adult – adult or child-adult. This should be reported to the Head teacher, unless s/he is involved, then it should be brought to the attention of the Chair of Governors or reported to the LADO (Local Authority Designated Officer).

Bullying is different from other unacceptable behaviour because it has the potential to seriously damage the mental health of the victim. Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter.

Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Aims of This Policy

At Hose Church of England Primary School, we aim to:

- Develop a school ethos in which bullying is regarded as unacceptable.
- Produce a safe and secure environment where all can learn without anxiety or fear.
- Produce a consistent school response to any bullying incidents that may occur.
- Educate children about what 'bullying' means and how to deal with it.
- Make all those connected with the school aware of our opposition to bullying, and to make clear each person's responsibilities regarding the eradication of bullying in our school.

Bullying can only be tackled if the school knows that it is happening: therefore everyone (including bystanders, parents and school staff) have a duty to report instances of bullying so that swift and effective action can be taken.

Creating a Safe School

Positive behaviour is embedded in our school practises, policies, ethos and values:

**" Whatever you do, work at it with all your heart,
as working for the Lord"
Colossians 3.22**

Hose Church of England Vision Statement

Preparing children for the a continually changing future through a stimulating curriculum that makes a difference to their world; exceptional social and personal development; excellent health and well-being.

Our School Motto

"Respect, Bravery, Success, Pride"

The four words in our school motto form the basis of everything we do. Our children develop a sound understanding of what they mean...

We demonstrate **Respect and Pride** with the care with which we plan exciting and engaging learning experiences for the children and the respect with which we involve them as partners in developing the curriculum for now and for the future.

We demonstrate **Respect and Success** in a reflective way that all staff and pupils are involved in developing the curriculum, and the way we forgive ourselves and others for mistakes which we use as learning points for further improvement.

We demonstrate **Bravery and Success** in the creation and implementation of a curriculum which challenges, inspires and encourages success for every child through challenging them to be active partners in their learning. It develops learning behaviours which encourages them to learn from mistakes and feedback, and to grow to become more thoughtful, mature, educated, wiser and educated citizens.

Our School Values

We believe in...

- Developing outstanding personal development and attitudes to learning in preparation for future challenges in a changing world.
- Promoting physical and mental health in a happy caring environment that is supportive, encouraging and challenging.
- Making a difference to the world we live in through creating creative and exciting solutions to local and global issues.
- Developing social skills and an appreciation of each person's unique strengths, respecting an accepting different cultures, races, genders and religions.
- Adopting a profound sense of care, respect and nurture for the world and the environment we live in and the people around us.
- Creating a broad range of inspiring experiences that allows children to develop skills and find their place in the world.
- Working in partnership with our school community and beyond to build brighter futures.
- High expectations alongside a culture of self-awareness, reflection and self-improvement.

We will use a variety of methods for helping children to prevent bullying as and when they are appropriate. These include:

- Having a clear Behaviour Policy in place which is understood by all staff and children
- Having a child friendly version of this policy which is displayed around school and shared with children.

- Making it clear to all stakeholders, including children, that bullying is wrong and damages individuals. It can severely inhibit a child's ability to learn and have a long-lasting negative impact on their wellbeing. Bullying is unacceptable at our school.
- Weekly assemblies which brings current events to life and relates those events to Protected Characteristics, British Values and the UN rights of the Child
- Positive behaviour and attitudes are explicitly taught and reinforced through our Computing, PSHE and RSHE curricula, Collective Worship programme and taking part in themed weeks and days such as Anti-Bullying Week and safer internet day.
- Providing a variety of strategies for children to seek support from adults or to report incidents, for example the use of worry boxes and worry monsters in class, posters around school identifying trusted adults, regular discussion about what to do if they are worried etc.
- Using Pupil Voice monitoring activities in other subjects to sample views of bullying in our school.

Signs and Symptoms of Bullying

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
- 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 suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or go "missing"
- has unexplained cuts or bruises
- comes home starving (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
- is afraid to use the internet or a mobile phone
- is nervous and jumpy when a cyber message is received

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

Responding to Bullying

In the event of an incident of bullying, the following procedures will occur

- The Headteacher or Senior Teacher will talk to all relevant parties and gather evidence as soon as possible.
- Incidents will be recorded by the Head teacher or Senior Teacher using CPOMS.
- Victim(s) of bullying behaviour and the bullies themselves will be reminded of strategies to deal with, and stop the bullying. This will be dependent on the type of bullying which has occurred and aim to stop it from happening again.

- Parents will be informed of the bullying incident, invited into school if necessary and involved at all stages of support for their child/children
- Relevant staff will be kept informed of the incident, will monitor the situation and report back to the Head teacher or Senior Teacher.
- Bystanders of the bullying behaviour will be reminded of strategies they can use to prevent the bullying occurring again.
- Incidents away from school which involve our pupils will be dealt with in the same manner as if they occur in school.
- If during investigation it becomes known that a criminal offence has been committed the police will be informed.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil

Responses will vary depending on the nature of the incident, but may also include:

- Counselling (in school ELSA)
- Use of a behaviour report
- Involvement of external agencies
- Monitoring teachers and the Headteacher.
- Peer support/peer mentoring
- Formal recording (racism)
- Liaison with parents/guardian/social worker
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

Child on Child Abuse

Please see the Hose Church of England Primary School Child on Child Abuse Policy which can be found on our school website:

<https://www.hoseprimaryschool.co.uk/safeguarding-1/>

Responsibilities

The role of the Head Teacher:

- It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

- The Head Teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. Children's attention is drawn to this fact at suitable moments, as well as in structured class lessons e.g. RSHE, Collective Worship and external learning opportunities e.g. Warning Zone.
- The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of the Class Teachers and Support Staff:

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and by using Restorative Justice methods to prevent situations escalating.
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
- Teachers are responsible for reporting all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the Head Teacher.
- Use CPOMS to record all incidents of bullying that occur both in and out of class. The school also records incidents that occur near the school, or on the children's way between school and home, that we are made aware of. All adults who witness an act of bullying should speak to a DSL and record it on CPOMS.
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the School's policies and procedures.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents:

- Look out for unusual behaviour in their children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential; do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure, which can be found on our school website here: <https://www.hoseprimaryschool.co.uk/policies/>

The role of the Governing Body:

- This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The Governing Body monitors the effectiveness of the school policy regularly through the Head Teacher's termly reports. The Head Teacher is required to keep accurate records of any incidents or accusations of bullying that may occur, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

Monitoring and Evaluation

- The Governing Body monitors the effectiveness of the school policy regularly through the Head Teacher's termly reports. The Head Teacher is required to keep accurate records of any incidents or accusations of bullying that may occur, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.
- Questions around safeguarding and bullying will be included in pupil voice activities across curriculum subject monitoring will be analysed so that pupil views on bullying an behaviour are gathered and acted on appropriately at regular points throughout the year.
- The Head Teacher will monitor regularly the effectiveness of the adult pupil ratio at lunch-times in order to keep the incidence of bullying to zero.
- This policy will be regularly reviewed and updated on our school website.

This policy should be read in conjunction with the following policies:

- Positive Behaviour Policy
- Hose C of E Equality Information and Objectives Policy 2023-2028
- Hose C of E Child Protection Policy
- Hose C of E Child on Child Abuse Policy
- Hose CofE Primary School Online Safety Policy

Which can all be found on our school website here:

<https://www.hoseprimaryschool.co.uk/safeguarding-1/>

and here:

<https://www.hoseprimaryschool.co.uk/policies/>