

HUBY CE PRIMARY SCHOOL

ANTI-BULLYING POLICY

Huby CE Primary School is committed to the principles of inclusion, equal opportunity and justice. We believe that bullying behaviour is **totally unacceptable and however it manifests itself will not be tolerated at Huby CE(VC) Primary School**. This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it. This policy should be read in conjunction with the school's Behaviour Policy.

Definition of Bullying:

Bullying is purposeful and **repeated** action conducted by an individual or group and directed against an individual.

Bullying can be:

- **Emotional** -being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** -pushing, kicking, hitting, punching or any use of violence.
- **Racist**- racial taunts, graffiti, gestures.
- **Sexual**- unwanted physical contact or sexually abusive comments.
- **Homophobic**- because of, or focusing on the issue of sexuality.
- **Verbal**- name-calling, sarcasm, spreading rumours, teasing.
- **Cyber**- All areas of internet ,such as email & internet chat room misuse, mobile threats by text messaging & calls.

Aims:

- To promote a secure and happy school environment free from threat, harassment and any type of bullying behaviour.
- To encourage the self-esteem of all members of the school community.
- To protect and treat others equally, who may have different gender, culture, customs, needs, history, language or beliefs, and encourage respect for all.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that the whole school understands what bullying means through PSHCE, RE, Circle Time, Collective Worship, educational visits and visitors in school.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.

Whole School and Individual Staff Responsibilities

- Take appropriate action in line with this policy (see Procedures below) and the school's Behaviour Policy, or refer the matter to the Head teacher for further action.
- Complete the school record book for recording bullying incidents and always report incidents to the Headteacher.
- Never ignore suspected bullying.

- Listen carefully to all accounts and allegations of bullying and investigate as fully as possible.
- Follow-up that bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Support those children who have been bullied, or have bullied others, appropriately and with sensitivity.
- Foster the appropriate knowledge of, and attitudes towards, bullying, through PSCH, RE, Circle Time, Collective Worship, educational visits and visitors in school.
- Promote equality and diversity through teaching and through relations with pupils, staff, parents and the wider community.
- Act as positive role-models themselves.

The Headteacher will:

- Ensure that the policy and its related procedures and strategies are implemented.
- Ensure that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to help them fulfil these responsibilities.
- Take disciplinary action against staff or pupils who bully.

The SENCO will:

- Aid teachers in supporting children who have bullied or have been bullied.
- Contact outside agencies when appropriate.
- Will regularly review Pastoral Care Record book.

Governors will:

- Be well-informed through the leadership of the Headteacher.
- Ensure that the school complies with relevant bullying legislation.
- Support the staff in implementing the school's Anti-Bullying Policy.
- Maintain an overview of implementation of the Anti-Bullying Policy; this will be a regular agenda item at governor meetings.

Parents will:

- Support the school's Anti-Bullying Policy.
- Approach class teachers initially over concerns about bullying. The school needs to be aware of a problem, so it can be dealt with effectively.
- Make an appointment with the Headteacher if a satisfactory outcome to their problem is not achieved by the class teacher.
- Act as role-models when in school themselves.
- Use their influence on their children to support the school and its staff in promoting anti-bullying.

Children will:

- Aim to maintain good personal relationships between themselves, other pupils and members of staff, based on mutual **trust** and **respect**.
- Show **care** and **consideration** at all times for the welfare of all members of the school, regardless of gender, race, ethnic background, colour, religion, disability, age or status.
- Report any experiences or concerns over bullying to a member of staff of their choice.
- Discuss any incidents and will try to give the facts clearly and **honestly**.
- Take **responsibility** for their own behaviour and its consequences.

Procedures:

The following steps may be taken when dealing with incidents of bullying:

- Investigate all allegations as fully and as quickly as possible by interviewing all involved parties and aim to establish the root cause.
- Listen carefully to all accounts and provide opportunities for children or adults to express concerns over bullying.
- Maintain confidentiality if necessary.
- Clearly record allegations or incidents of **all** bullying in the class Pastoral Care Record Book. If it is deemed necessary, inform the Headteacher.
- Ensure all staff members are informed of the allegation so the issue can be monitored closely.
- Make clear links between the Anti-Bullying Policy and the Behaviour Policy when employing appropriate sanctions.
- Involve and inform the parents and carers of both the bullied and the bully.
- Follow up allegations to check the bullying has not resumed.
- Set up peer-support systems if appropriate.
- If necessary, work in partnership with outside agencies, such as Behaviour Support, Social Services or the Police.

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