



Heaton St. Barnabas' CE (VA) Primary School

# Policy For

# Anti-Bullying

This policy was approved by Curriculum Committee

**On: 22<sup>nd</sup> November 2016**

**Chair of curriculum committee**

**This policy will be reviewed in Autumn 2018**

# **HEATON ST. BARNABAS' C.E.(V.A.) PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY**

**This policy was reviewed in Autumn 2016**

### **Introduction**

We have defined bullying as... deliberately hurtful behaviour repeated over a period of time, which may be verbal (including racism), physical, social or psychological.

We accept that rough and tumble is a natural part of growing up and occasional disputes do occur. However, school will not tolerate any form of bullying.

### **Why do we need an anti bullying policy?**

- ◆ To reduce incidents of bullying within the school so that children feel safe
- ◆ To increase children's awareness of what bullying is
- ◆ To provide all staff with guidelines and support to be able to deal effectively with bullying

A one-off incident is usually not bullying but when older and/or stronger pupils take advantage of children younger, weaker or less experienced than themselves, or a group of children cause problems for one child, this needs to be treated equally seriously.

### **What We as a School Can Do To Stop Bullying?**

- Be a "telling school" where anyone who sees bullying or has it done to them tells an adult.
- Show all the children how to walk away from a bully
- Make sure that the parents/carers of the bully know what has been happening.
- Make the punishments for bullying known to all the children. .

### **What are the Signs of Bullying?**

Each child will react differently to stress. The following list gives some examples of behaviour which may be a cause for concern:

- A previously happy child who appears to be unhappy or withdrawn
- A sudden change in quality of work or attitude to school or school work
- A reluctance to go out to play
- A series of unexplained illnesses e.g. tummy aches / headaches
- A reluctance to come to school
- Poor sleep

Bullying may not be reported by the victim. It may instead be reported by parents, other pupils or observed or suspected by staff in school. School support staff are particularly well placed to become aware of such behaviour. Denial does not necessarily mean that bullying is not taking place. It may be that the victim is frightened of the outcome of any admission of bullying.

## **What Action Will Our School Take?**

1. The class teacher is often the adult best placed to undertake an initial investigation. He/she will speak to the victim to establish the facts as they see them. However, the assistant head teacher should be informed where an incident of bullying is confirmed and they will then deal with the incident. If the incident is of a particularly serious nature it may be referred directly to the Deputy Head Teacher or Head Teacher.
2. DHT's will interview the alleged perpetrators and any other witnesses where appropriate. Staff should try to encourage the perpetrators to try and understand how they are making the victim unhappy and how their behaviour contributes to this. (It is possible that they may not have realised the implications of their behaviour and this may be sufficient to end the bullying).
3. Where it is clear that bullying has taken place the AHT will complete the investigation and monitoring forms
4. The DHT's and class teacher where possible, will meet with the parents of the victim and the parents of the bullies to inform them of the facts. A restorative circle or conference will be arranged wherever possible to restore relationships. Where a restorative circle or conference is arranged this may include the agreement of appropriate sanctions for the perpetrator.  
On rare occasions, where it is felt that a restorative approach is not appropriate, school will determine appropriate sanctions and inform parents and the victim as soon as possible.
5. The teacher will meet with the victim in the days and weeks after the incident has been resolved to make sure that they feel safe and supported. Where appropriate the victim may be offered additional support from a learning mentor.
6. The DHT's will ensure that the incident is logged on SIMS

## **What Sanctions will there be?**

Each incident of bullying will be different and punishments will be decided according to each incident. Where possible sanctions will be agreed at a restorative circle or conference involving the victim and his/her parent(s) and the perpetrator(s) and their parent(s). However, the following sanctions may be used in any combination according to the seriousness of each incident:

1. The bully may be excluded from a number of playtimes
2. The bully may be placed on report and supported by the Pastoral Care team to ensure they are in full understanding of what they have done and how it has harmed others.
3. A lunch time exclusion may be given
4. A fixed term internal exclusion may be given
5. A fixed term external exclusion may be given
6. In very serious cases a permanent exclusion will be considered

## **What Should Pupils Do If They Think They Are Being Bullied?**

Tell someone - it could be their teacher, parent/carer or any other adult in school.

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## **What Should The Pupils Tell An Adult?**

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

## **What Should A Pupil Do If They Witness Bullying?**

- Tell an adult in school.
- Inform a school council representative who will then inform an adult without delay.

## **What Should Parents Do About Bullying?**

Inform the school if they think their child is being bullied or is bullying other children. Try to establish the facts and keep an open mind. The symptoms at home of children being bullied or who are bullying can sometimes be very similar.

## **Important Information about Bullying:**

- The nature of bullying changes, as pupils grow older and can become more subtle
- Most bullying is not physical, or direct. Children identify emotional and social forms of bullying as most hurtful.
- Bullying exists in all ages, social, ethnic and gender groups
- Most bullying is between children of the same ages.
- Those who witness bullying may be as deeply affected as those who are directly bullied.
- Children follow examples. If home life does not offer a secure and safe environment and they frequently see aggressive behaviour between adults and towards themselves they will tend to adopt aggressive behaviour patterns themselves.

## **Review**

The governing body, head teacher, staff and pupils view bullying as a very serious impairment of our school's normal work and life. They will therefore keep this policy under regular review. Governors are routinely informed of any bullying incidents each term in the Headteacher's report.

