



Haylands Primary School

Anti-Bullying Policy 2024

Statutory Policy

Signed on behalf of the Governing Body

Chair of FGB: Simon Richards

Date:

Review Date: January 2027

Review Date: January 2027 (Every 3 Years)

Revision Record

	Date	Written by	Approved by	Comments
1	January 2024	KS	FGB	New Policy

Haylands Primary School

Anti-Bullying Policy

Aims and Objectives

- To prevent bullying from happening;
- To ensure that, if bullying takes place, is stopped as soon as possible;
- To ensure a consistent and effective school response to any bullying incidents that occur;
- To ensure that all incidents of bullying, and follow up actions, are recorded accurately and communicated with families effectively.
- To make all those connected with the school aware of our opposition to bullying, and each person's responsibilities with regards to the eradication of bullying in our school.

What is bullying?

Although there is no legal definition of bullying, we define it as behaviour or action taken by one or more children that is:

- Repeated;
- Intended to intimidate or hurt someone either physically or emotionally.

It takes many forms, including in person or online (cyberbullying) and can include:

- Physical assault
- Teasing
- Making threats
- Name calling

We recognise that:

- Bullying is wrong and damages individual children;
- Bullying can cause significant harm and have a profound effect on the victim;
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse;
- We all have a role to play in preventing all forms of bullying (including online) and putting a stop to bullying;
- We recognise that each case of bullying is different and the impact on the victim is the primary factor in dealing with incidents.

How we seek to prevent bullying:

- We aim to produce a safe and secure environment where all can learn without anxiety.
- We focus on developing a school ethos in which bullying is regarded as unacceptable.
- We put procedures in place to ensure that incidences of bullying are minimised and dealt with appropriately.
- We aim to ensure that children and the community have a clear and shared understanding of our anti-bullying practice.
- Our core values of 'Care – Respect - Cooperation' underpin our behaviour expectations and are embedded throughout the school so that there is a shared understanding and language which all can use;
- We review and check that our anti-bullying measures are working.

The Role of Governors:

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Board of Governors 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 in line with this policy.

The Board of Governors monitors the incidents of bullying that occur and reviews the effectiveness of the school policy. The Governors require the Headteacher to keep accurate records of all incidences of bullying and to report to the Governors on request about the effectiveness of school anti bullying strategies.

The Board of Governors will deal with family complaints about bullying in accordance with the Complaints Policy.

The Role of the Headteacher:

It is the responsibility of the Headteacher to implement the schools anti-bullying strategy and to share this with all families as well as staff and children. The Headteacher must ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know what bullying is and that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments such as during Assemblies and by planning for opportunities proactively in PSHE and by our focus on Anti-bullying week. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and how and why the child is putting right their wrong. Where required, staff receive specific training to deal with incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, when they are clear about what bullying is and can identify this and when there are shared high expectations of behaviour, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. Incidents of bullying are recorded on CPOMS and recorded as 'Bullying' with the additional use of the terms 'Victim' 'Perpetrator' and 'Witness' used for clarity. CPOMS is monitored daily by the Headteacher.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied and the teacher informs the families of the children involved.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve check ins, support for the victim of the bullying, and recompense for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future and we inform families. If a child is repeatedly involved in bullying other children, we invite the child's family into school to discuss the situation to find resolutions, in line with Step 3 of our Positive Behaviour Policy. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all, through upholding our school values of Care – Respect - Cooperation. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of all staff

Where members of staff are aware of an incident of bullying, this must be recorded on CPOMS. Support may be requested by the FLO/SENCO/ELSA (pastoral team) where needed. Incidents must also be communicated to the class teacher verbally.

The role of families

Families 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 as soon as possible. Families 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. The school needs to ensure that families are aware of procedures, and of the channels of communication available. If families are not satisfied with the way that bullying has been dealt with, they should contact the Headteacher to share their concerns. If they continue to be dissatisfied, then the complaints policy should be followed.

Support for victims

Support for victims of bullying will be determined on a case-by-case basis, based on the needs of the children involved and their age and stage of development.

Restorative Work

When bullying is identified, we carry out restorative work with all children involved, both victims and perpetrators. Restorative work allows the children to have a platform to talk to each other about any incidents and their feelings towards these, which is facilitated by an adult in school. The intended outcome is not for children to become friends, but to be respectful towards each other and to have a positive relationship within school.

The pastoral team will contact families of all children involved in restorative work to seek their consent for this prior to it taking place. This will be recorded via the meeting log on Edukey. If families do not give consent for children to take part in restorative work with the other children involved, this can be carried out individually, however we recognise that this does not always have the intended impact. Furthermore, if children refuse to take part in restorative work, the school will take every effort to ensure that the perpetrator of bullying takes part in work whereby the seriousness of their harmful behaviours is made clear so that they do not repeat their actions.

Restorative work may take place daily or weekly, for a planned period of time or until the intended outcome is achieved. The timescale is decided on a case-by-case basis. Restorative work may involve opportunities for open communication, reflection on previous incidents, role play and scenario based work or any other activities deemed appropriate based on the incidents.

Informal feedback to families will be given by the staff member facilitating the restorative work. The school maintains an open-door communication policy for families if they would like to gain specific feedback. Feedback is also given to teachers to ensure they are aware of any strategies in place and can support these.

When restorative work is completed, children have been supported to learn strategies to put in place to support long term success.

Communication with Families

If a child is being bullied, the teacher informs the child's families.

If a child is repeatedly involved in bullying other children, the child's family will be invited into school to discuss the situation with the Headteacher. In more extreme cases, the Headteacher may contact

external support agencies.

As outlined above, the pastoral team will contact families of all children involved in restorative work to seek their consent for this prior to it taking place. This will be recorded via a meeting log on Edukey.

If there are repeated incidents of behaviour between the same children or towards one child, which indicates a pattern of bullying, class teachers will communicate this with families and the Headteacher or another senior leader will support. Wherever possible, communication will take place face to face

and telephone calls or Dojo messages will only be used if this cannot take place. All communication will be recorded on the Edukey Meeting Log.

Signposting Families to Support

Antibully Alliance:

<https://anti-bullyingalliance.org.uk/anti-bullying-week-2023-make-noise-about-bullying/parents-and-carers>

NSPCC

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying>

Antibullying Ambassadors

The Antibullying Ambassadors will be invited to be representatives in the school to ensure policy and support is reviewed regularly to take account of children's views. The Antibullying Ambassadors are also trained to support their peers at play time and report back any concerns to the group. They are involved in the development of antibullying procedures in the school and also review the child friendly policy.

Equal Opportunities and Inclusion

All reports or incidences of bullying are treated with equal seriousness and concern regardless of age, gender or cultural background. The comments listed above, and the procedures attached apply to all involved in any incidences of bullying. Whilst being seen to respond to such incidences, it is the school's policy to ensure that anyone involved is appropriately supported. The school must ensure that every opportunity is made for children to demonstrate appropriate behaviour. Unless they pose a risk to their own or others safety, children will not be excluded or separated from curriculum activities or other children. If exclusion is deemed necessary, in line with our behaviour policies, then all families, relevant staff, and the Local Authority will be informed prior to any exclusion period being made. Every effort will be made to ensure that the disruption caused to the school and all children's education is kept to a minimum.

Recording incidents of bullying or abuse

We record all incidents of bullying on CPOMS. The school will deal with all incidents swiftly and in a manner to ensure that such incidents do not occur again. Violent, aggressive or abusive behaviour towards staff will not be tolerated, and all such incidents will be logged and if necessary reported to the police.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the effectiveness of the policy on request.

The anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They will meet the Antibullying Ambassadors to do this.

Related Policies

- This policy should be read alongside:
- Positive Behaviour Policy.

The following guidance was used in the revision of this policy:

- [Preventing and Tackling Bullying, 2017' \(DFE\);](#)
- [Anti-Bullying Policy Guidance from the Anti-Bullying Alliance.](#)
- [NSPCC Anti-Bullying Guidance.](#)
- This policy also takes account of the [2010 Equalities Act.](#)