



ANTI-BULLYING POLICY

Signed on behalf of the Governing Body

Chair of FGB:

Date 28th March 2018

Review Date March 2019

Revision Record

Revision No.	Date issued	Prepared By	Approved By	Comments
1	28.03.18	JB	FGB	New policy

Haylands Primary School is committed to providing a caring, friendly and safe environment in which individuals can grow in confidence without feeling intimidated, distressed or oppressed by the behaviour of others.

Our core Hand in Hand Values promote both Care and Respect.

Bullying definition

Bullying is behaviour that persists over a period of time in being offensive, intimidating, malicious or insulting and which results in the victim feeling undermined, humiliated or physically and/or emotionally hurt.

We aim to address any behaviour that causes distress, by working to create a culture where hurtful behaviour is regarded as unacceptable and so every individual feels a responsibility and has the confidence to talk to adults about any bullying behaviour.

We encourage the whole community, staff, learners, parents, carers and Governors to feel a collective responsibility for this culture and work together in achieving our aim.

We recognise that there can be triggers for people who choose to behave in unpleasant and hurtful ways. These may include appearance, culture, health issues, race, stereotyping and anything relating to the victim that may be regarded as “different” unpleasant behaviour motivated by any of the above is unacceptable.

Unacceptable behaviour includes -

- Verbal attacks - e.g. threats, teasing spreading rumours
- Physical abuse e.g. pushing, kicking, tripping, gesturing
- Emotional pressure e.g. by tormenting, blaming, intimidating, excluding
- Written Abuse - e.g. threatening notes, letters, defacing other people’s belongings.
- Digital Abuse - e.g. email, chat room, texts, social networking
- Racist Abuse – comments, taunts or gestures that are racist
- Homophobic name calling

Our emphasis is on building good relationships built on care, appreciation, consideration, acceptance, tolerance, empathy and courtesy. We seek to achieve with all -

- All adults acting as role models in caring and supporting those around them.
- All adults pre-empting and alert to the signs of hurtful behaviour, especially at play times, particularly those who may be vulnerable.
- Children having regular opportunities to learn and discuss bullying through national anti-bullying week and through the PSHCE and PDL curriculum.
- Children encouraged to report unacceptable behaviour as soon as possible.
- Our Family Liaison Officers identifying those at risk of using unacceptable behaviour and those at risk of becoming victims.

- Our Inclusion leader and class teachers supporting potential victims with opportunities to work on building self-esteem and assertiveness.
- Our open-door policy for parents and carers to drop in and discuss any concerns.
- Children as a standing agenda item on each staff meeting, so all staff are aware of recorded incidents and individuals needing support.

We seek to build an open and supportive culture where witnesses and victims feel able to approach adults. All adults will be fully aware of the following procedures in dealing with bullying incidents.

- Reported bullying incident will be treated seriously and sensitively and all will be investigated.
- The adult will listen carefully to any account or disclosure, explaining the appropriate course of action.
- Where the adult has sufficient evidence to confirm a bullying incident then the Headteacher will be informed.
- A bullying incident form will be completed (see attached) outlining the nature of the incident and the follow up for the victim and bully.
- Both the parents/carers of the victim and bully will be informed.
- Sanctions will be identified in the follow up for bully section - this may include loss of morning and lunchtime play, particularly where bullying incidents have happened during playtime.
- Further unpleasant/hurtful behaviour may result in furthermore serious sanctions including the possibility of internal exclusion and the ultimate sanction of a fixed term or permanent exclusion from the school.

Please specify Ethnicity Groups: A - White, B - Mixed, C - Asian or Asian British, D - Black or Black British, E - Chinese or other ethnic group, F – White Irish Traveller or Gypsy/Roma Version 1

Bullying and Racist Incident Record Form							
School Name - Haylands							
Academic Year –		Date of Record -		Racist Incident -		Bullying Incident -	
Incident (Select the option which best fits the situation)							
Type of Incident <i>(Select one option only)</i>	Related to race, religion or culture	Related to special educational needs (SEN) or disabilities	Related to appearance or health conditions	Related to sexual orientation	Related to home circumstances (e.g. young carers, looked after children)	Related to gender or gender identity (sexist, sexual or transphobic)	Other <i>(Please specify within summary of incident field)</i>
Method	Verbal Written derogatory	Physical Use of weapon	Cyber	Homophobic	Abuse of personal property	Racist comments	Incitement of others to behave in a racist way
Location of Incident -							
Date of Incident -			Time of Incident -				
Summary of Incident		<u>Background Information:</u> <u>Nature of Incident:</u> <u>Frequency and Duration of Behaviour:</u>					
Staff Detail							
To whom the incident was reported -					Position		
Pupil Name/s - (involvement - Aggressor, Target, Witness, Participant, Bystander)		Gender - Yr. - Ethnicity - Pupils description of incident -					
Action - Name -		Action – Parents informed - Review date - Outcome of review					