



HILL WEST *Primary*

FOUR OAKS

ANTI-BULLYING POLICY

Hill West Primary School is a member of the Arthur Terry Learning Partnership

HILL WEST PRIMARY SCHOOL

ACE: Ambitious, Curious and Ever-Respectful

ANTI-BULLYING POLICY

School Statement on Bullying

All children have the right to learn and work in an environment where they feel safe and which is free from harassment and bullying (United Nations Convention on the Rights of the Child; Article 19). Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

We take positive active to prevent bullying behaviour through a combination of:

- Raising awareness about what bullying is and how it affects people;
- Emphasising the important role that bystanders play in tackling bullying;
- Teaching pupils how to safely challenge bullying behaviour;
- Teaching pupils how to manage their relationships constructively and assertively.

Aims and Purpose of the Policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. Our core values (Ambitious, Curious and being Ever-respectful) reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Definition of Bullying

Bullying is the use of force, coercion, hurtful teasing or threat, to abuse, aggressively dominate or intimidate. The behaviour is often repeated and habitual.

Bullying can be carried out by an individual or a group of people towards an individual or group. **The STOP acronym can be applied to define bullying – Several Times On Purpose.** The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
 - Attacking property – such as damaging, stealing or hiding someone's possessions
 - Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
 - Psychological – such as deliberately excluding or ignoring people
 - Cyber – such as using text, email or other social media to write or say hurtful things about someone
- Bullying can be based on any of the following things:
- Race (racist bullying)
 - Religion or belief
 - Culture or class
 - Gender (sexist bullying)
 - Sexual orientation (homophobic or biphobic bullying)
 - Gender identity (transphobic bullying)
 - Special Educational Needs (SEN) or disability
 - Appearance or health conditions
 - Related to home or other personal situation
 - Related to another vulnerable group of people – [e.g. adopted children or young carers]

No form of bullying will be tolerated and all incidents will be taken seriously.

Reporting Bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, their class teaching assistant or any other teacher
- Tell a playground buddy who in turn can help them tell a teacher or staff
- Tell any other adult staff in school – such as a phase leader, the DHT or the HT
- Tell an adult at home
- Call ChildLine to speak with someone in confidence on 0800 1111

See Appendix 1 for our Child Friendly Anti-Bullying policy.

Reporting – Roles and Responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning the school office or emailing the appropriate member of staff.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to Bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying incident on My Concern
- Designated school staff (DSLs) will monitor incidents reported analysing and evaluating the results
- Designated school staff (DSLs) will produce termly reports summarising the information, which the head teacher will report to the school's Vulnerable Advocate
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of school initiatives such as buddy systems and playground monitoring
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action
- Staff will inform parents or carers and involve them in any plans of action
- Staff will assess whether any other authorities (such as police or Multi-academy Trust) need to be involved, particularly when actions take place outside of school

Bullying Outside of School

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on My Concern and follow up actions and

sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language.

Prejudice-Based Incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the school's Safeguarding Advocate. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School Initiatives to Prevent and Tackle Bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly approach to the teaching of anti-bullying which is embedded in our Personal Development and Well-Being (PDW) curriculum.
- The PDW programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, World Kindness Day, Holocaust Memorial Day, National Adoption Week, Safer Internet Day, World Asthma day etc.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies and pupil-led programmes such as senior students offer support to all pupils, including those who may have been the target of bullying
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (for example through the work of our ACE Champions) and through the anti-bullying survey
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate

Training

The Head Teacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers and volunteers) receive regular training on all aspects of the anti-bullying policy.

Monitoring and reviewing

The Head Teacher is responsible for reporting to the school's Advocates (and the Arthur Terry Learning Partnership where applicable) on how the policy is being enforced and upheld, via regular reports. The school's senior team and Advocates are in turn responsible for monitoring the effectiveness of the policy. The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

APPENDIX 1



CHILD FRIENDLY ANTI-BULLYING POLICY

Everyone has the right to learn and work in an environment where they feel safe and which is free from harassment and bullying (United Nations Convention on the Rights of the Child; Article 19).

This school is a place where everyone has the right to be themselves. It's a place where everyone can feel safe, be happy and learn. Everyone at our school is equal and acts with respect and kindness towards each other. Our school is a bully-free place.

What is bullying?

Bullying is when a person is hurtful or unkind to someone else, on purpose and more than once. Bullying can be done by one person or by a group of people and can be towards one person or a group of people. A useful way to remember bullying is

SEVERAL TIMES ON PURPOSE



Bullying can be:

- Hitting or saying you are going to hit someone
- Touching someone when they don't want you to
- Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people
- Stealing or damaging someone else's belongings
- Ignoring someone on purpose or leaving them out
- Sending hurtful or unkind texts, emails or online messages to someone or about someone

Bullying can be about:

- Race or ethnicity (racist bullying)
- Religion or belief
- Family and culture
- Sexist bullying, which is bullying someone because of their gender. For example, because they are a boy or a girl, or saying they are acting 'like a boy' or 'like a girl'
- Homophobic or biphobic bullying. This is saying unkind or nasty things because someone is lesbian, gay or bisexual, or because you think they are, or because they have two mums or



two dads. It is also calling someone lesbian, gay or bisexual on purpose to be unkind or nasty to them, for example 'you're so gay!'

- Transphobic bullying. This is saying unkind things because someone is trans, or because you think they are trans, or being nasty about trans people (someone who feels the gender they are given as a baby doesn't match the gender that they feel themselves to be).
- Special educational needs or disability
- What someone looks like
- Where someone lives
- Related to another vulnerable group of people – [e.g. adopted children or young carers]



If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends that is bullying. No one should be picked on for being different in anyway, for how they act, what they look like or who their family are.

Why does bullying happen?

Although bullying doesn't happen very much at this school it might happen. Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied remember that it is never your fault.

Where does bullying happen?

Bullying can happen at school, after school and online.

What should I do if I think someone is being bullied?

Talk to the person and ask if they're ok and try to find out if they are being bullied. If they are, ask if you can help them talk to a teacher or an adult they trust.

What should I do if I'm being bullied?

If you are being bullied it is important to tell someone you trust. Tell an adult or friends, either at school or at home. If you have already told an adult about bullying you can still tell them again.

You can:

- Tell a teacher – your class teacher, teaching assistant or any other teacher
- Tell a playground buddy or a good friend who will be able to help you
- Tell any other adult staff in school – such as your phase leader or Dr Clarke
- Tell an adult at home
- You can also write a note about the bullying
- You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone else about what you have said

What should I do if I'm being bullied?



If you tell a teacher or an adult at school they will be able to help you. They may tell another teacher like your class teacher, or a parent or carer so that they can help you. Telling an adult will never make the bullying worse. They will talk to you and the bully to find ways to stop the bullying.