



Anti Bullying Policy -December 2013

Statement of Intent

Everyone at Horsley Woodhouse Primary School is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, anyone should be able to tell and know that incidents will be dealt with promptly. (There is a separate policy that deals with 'staff bullying.')

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and follow procedures when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will **not** be tolerated.

What is Bullying?

Bullying is deliberately hurtful behaviour **that is repeated** (either to the same person or the same person 'bullying' a variety of individuals) **over a period of time**, making it difficult for the person / s concerned to defend themselves.

This can take the form of:

- Emotional being unfriendly, excluding, isolating, 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 unwanted comments
- Homophobic because of, or focussing on the issues of sexuality
- Verbal name calling, sarcasm, spreading rumours, teasing
- Cyber Bullying (bullying which takes place on line or through your mobile phone.

(These examples are by no means exhaustive)

The staff work hard to ensure that pupils know the difference between bullying and simply 'falling out'.

Why is it important to respond to bullying?

- Bullying hurts
- No one deserves to be a target of bullying
- Everybody has the right to be treated with respect
- Pupils who are bullying need to learn different ways of behaving
- Targets/ victims of bullying need to be listened to and supported

Once alerted, we have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- becomes withdrawn, anxious or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Actions to Tackle Bullying

Prevention is better than cure so at Horsley Woodhouse Primary School we will be vigilant for signs of bullying and always take reports of incidents **seriously**. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop anti-bullying ethos.

Pupils are told they **must** report any incidence of bullying to an **adult** within school, and that when another pupil tells them that they are being bullied or if they see the bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. If bullying is suspected the **Headteacher will be informed** and a record will be kept of bullying incidents. The class teacher of the target will be responsible for this and will be required to give a copy of the report and action taken to the Head teacher (Senior teacher in H/T absence). Older pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying must be reported to the Head teacher.

If bullying includes racist abuse then it must be reported to the Head teacher to be recorded in the Racial Incident Log (a copy of racial incident forms are also sent to the Local Authority).

Upon discovery of an alleged incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. In some cases a problem solving approach may help. The adult will remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style (e.g. tell me what happened, not what you did). Each pupil must be given an opportunity to explain what happened with no predetermined ideas or blame being put upon them. The discussion will remain focused on finding a solution to the problem and stopping the bullying recurring (if it is such an incident). Parents of the perpetrator and of the target/victim will be informed.

If further incident/s of bullying happen, parents of the perpetrator will be invited to a meeting at school with staff and their child to agree a plan to try to address the difficulties; this may involve a referral to outreach agencies such as the behaviour support service. Exclusion is the ultimate sanction in school.

Outcomes

- The bully (bullies) will be expected to apologise when appropriate
- In serious cases, suspension or fixed term exclusion will be considered
- Where possible the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored by class teacher and/or a member of the senior leadership team to try to ensure that repeated bullying does not take place and the victim is safe, secure and happy within the school environment.
- A programme of support may be appropriate for the victim

- A programme of work to correct negative behaviours may be appropriate for the perpetrator

Prevention

As part of the whole school ethos we will be proactive in our approach to anti-bullying. We will use a variety of methods to help children to prevent bullying. These will include, where appropriate:

- Our PSHE and citizenship (personal, social, health education) curriculum
- Our SEAL (social and emotional areas of learning) work
- We take part in the anti bullying week in November every year.
- Teaching of games to play to keep children busy at break/lunch and in groups (rather than alone)
- Clear rules for the children
- Play leader (trained) at lunchtime
- Writing stories, poems, drawing pictures or making posters about bullying
- Using stories about bullying as a basis for class or assembly discussion
- Making up role play scenarios enabling children to recognise and deal with bullying appropriately.
- Social stories
- Circle time
- Positive play
- Having discussions about bullying and why it matters
- Commitment to the Derbyshire and National anti-bullying schemes

Useful Contacts	Telephone number	Website
KIDSCAPE	020 7730 3300	www.kidscape.org.uk
Children's Legal Centre	01206 873820	www.childrenslegalcentre.com
Advisory Centre for Education (ACE)	0207354 8321	www.ace-ed.org.uk
Parentline Plus	08088002222	www.parentlineplus.org.uk
Youth Access	02087729900	www.youthaccess.org.uk
NSPCC		www.nspcc.org.uk
Anti-bullying network	0131 651 6100	www.antibullying.net
Beat Bullying		www.beatbullying.org
Childline	0800 11 11 11	www.childline.org.uk