



Heavers Farm and Selsdon Primary Schools

Anti-Bullying Policy

Updated January 2020

Vision and Values

Our strategic planning begins with our **vision** and **mission** which are based on our **core values** of safety, community, opportunity, resilience and equality. Each of these core values guides the leadership of the Federation.

Vision: Caring, learning, aspiring, succeeding.

Mission: To create an engaging, productive and safe environment that challenges stereotypes and promotes independent learners through a wide range of opportunities and an innovative learning environment.

Aims and Purposes of the Policy

Bullying of any kind is unacceptable and will not be tolerated at our schools. At our schools the safety, welfare and well-being of all students 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 students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study. We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

WE BELIEVE THAT

- Everyone has the right to work and be educated free from humiliation, oppression and abuse.
- No-one should be harassed or bullied because of their ethnic origins, religion, class, age, gender, sexual orientation, perceived sexual orientation, appearance, physical or mental disabilities.
- We have a duty to promote fairness and justice for all.

The following policy outlines the actions we will take to address bullying in our schools.



RELATED POLICIES

- Early Help and Child Protection Policy
- Behaviour Policy
- Staff Code of Conduct
- Equalities Policy Statement
- Acceptable Use Policy
- Policy on Managing Aggressive Behaviour from Parents and Visitors to our School
- Employee Complaints/Grievance Procedure

Definition Of Bullying

All bullying is aggressive, although all aggression is not necessarily bullying. In the case of young children, many do not fully understand the consequences of their actions because they have not yet reached that cognitive stage. They may show aggressive behaviour in order to get their own way. We need to be vigilant in dealing with this, before the child learns that creating fear in the victim is a rewarding experience.

- Young children may be bossy, but with help they grow out of this as they become more self-controlled and learn the social skills of negotiation and compromise.
- A bully focuses upon someone more vulnerable, younger, smaller or timid or on a person's weak point whereas the bossy person will boss whoever is around at the time.
- A bully increasingly relies on threat and force unless checked

Bullying is hurtful or unkind behaviour which is deliberate and repeated. 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)
- **Perceived sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Perceived 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** – for example young carers, children in care etc.

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 an adult in school** – their class teacher, or any other adult in school
- **Tell a year 6 prefect** - who in turn can help them tell a teacher or staff
- **Tell an adult at home**
- **Call ChildLine to speak with someone in confidence on 0800 1111**

Reporting – roles and responsibilities

STAFF: All school staff have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform a member of the leadership team.



SENIOR STAFF: The Leadership Team 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 everyone in school.

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 tell 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 or emailing the school office or a member of staff.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult

Responding to bullying

All responses will be in line with our Behaviour Policy. When bullying has been reported, the following actions will be taken:

- Any child deliberately hurting another by word or deed will be referred to the Leadership Team in line with the Behaviour Policy.
- Staff will record the bullying on and record the incident on SIMS.
- Staff will record all witness statements, statement(s) from perpetrator(s) and victim(s). Where appropriate children may be asked to complete an 'Incident Sheet'.
- A suitable sanction will be implemented e.g. detention, exclusion, withdrawal from school activities, letter of apology etc.
- Designated member of leadership team will monitor incident reporting forms and information recorded on SIMS analysing and evaluating the results
- Designated member of leadership team will produce termly reports summarising the information, which the Executive Headteacher will report to the governing body
- Support will be offered to those who are the target of bullying.
- Staff will pro-actively respond to the bully, who may require support.
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities (such as police, social services or the local authority) need to be involved, particularly where actions take place outside of school.



Procedures to Stop Bullying

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

- A child-friendly anti-bullying policy displayed in classrooms, and available on the school blogs, ensures all pupils understand and uphold the anti-bullying policy
- The PSHE 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, Black History Month and Pride Month
- 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
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups, such as the school council and through the anti-bullying survey
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate

Training

The Executive Headteacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the anti-bullying policy.

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 SIMS 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 using informal mechanisms such as a classroom log.

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 Executive Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Advice to Parents and Carers

- If you feel your child is being bullied consult the school immediately. It is helpful if you put your concerns in writing to your child's class teacher.
- Do not encourage your child to hit back. It may only make matters worse and could be contrary to your child's nature.
- Encourage your child to attend school every day and on time, this helps them to be confident and to build solid friendships.
- If you feel you are being bullied by a member of staff or other adults whilst on school premises please arrange to speak with the one of the leadership team.

Monitoring and reviewing

The Executive Headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and discussions with pupils.