



# Anti-Bullying

## The Old School Henstead

Written by:	WJM
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### ANTI-BULLYING including EYFS

#### Policy Statement

The governing body and staff of the school are totally opposed to bullying. Bullying is wrong and damages children. The aim of this policy is to help provide pupils with a safe and secure working environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop his/her full potential. We expect our pupils to treat members of staff with courtesy and co-operation so that they can learn in a relaxed; but orderly, atmosphere. All pupils should care for and support each other.

Parents/guardians have an important role in supporting the school in maintaining high standards of behaviour. Bullying, harassment and victimisation and discrimination will not be tolerated. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

It is recognised that all schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it.

This policy aims to produce a consistent response by the school to any bullying incidents that may take place and is written with regard to *Preventing and tackling bullying* DfE July 2017 and *Keeping Children Safe in Education* DfE September 2022.

## **Definition of Bullying**

Bullying may be defined as the intentional hurting, harming or humiliating of another person by physical (including sexual), verbal (including cyber-bullying i.e, social media, text messages, as outlined in our E-Safety Policy, which has regard to Cyberbullying: Advice for headteachers and school staff 2014), and emotional means (by excluding, tormenting or spreading malicious rumours or mocking religious or cultural beliefs). It can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.

Bullying may involve actions or comments that are cultural, religious, racial, sexist, homophobic, which focus on disabilities, SEN or other physical attributes (such as hair colour or body shape). Bullying can happen anywhere and at any time – it may take place in school or out of school. We always treat bullying very seriously as we are fully aware the effects of bullying can cause serious psychological damage and even suicide.

## **Procedure**

### **Recognising the Signs of Bullying**

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:

- physical
- verbal
  - indirect, eg spreading rumours or social exclusion
  - cyber-bullying (see E-safety Policy)

Staff will have regard for awareness of pupil on pupil abuse, as outlined in the Safeguarding Policy.

Staff will suspect bullying is occurring if a pupil:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend school erratically
- has spurious illnesses
- persistently arrives late at school
- prefers to stay with adults.

### **Preventing Bullying**

The school will take every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school will encourage pupils to report any incidents of bullying to a teacher or other adult at school. Pupils will be told that they may bring a friend with them if they wish.

The school will ensure that all staff, pupils and parents are aware of the school's anti-bullying policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

#### Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

not ignore it

not make premature assumptions

- listen to all accounts of the incidents
- adopt a problem-solving approach that encourages pupils to find solutions rather

than simply justify themselves

- make regular follow-up checks to ensure that bullying has not resumed.

If a pupil is bullied

Staff who receive a report of a bullying incident from a pupil will:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that he or she is not to blame for what has happened
- make a note of what the pupil says
- explain that the pupil should report any further incidents to a teacher or other

member of staff immediately.

#### Advice to Pupils

The school will advise pupils who are caught up in bullying incidents to:

- immediately tell an adult what has happened.

#### Helping the Bullies to Change

Staff will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- talk to the pupil and explain that bullying is wrong and makes others unhappy
- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, his or her progress and friends

- give the pupil lots of praise and encouragement when he or she is being kind and considerate to others.

#### Dealing with Persistent Bullying

If the preventative measures and peer support strategies do not succeed, persistent bullying will be dealt with in the following way:

The bully will have a meeting with the headmaster and their parents to discuss the issues. Sanctions will be put in place. In line with our behaviour and discipline policy, these may include any of the following:

- be removed from the group
- lose any break or lunchtime privileges
- Headmaster's detention at breaktime
- be banned from a school trip or sports event where these are not an essential part of the curriculum
- lose a prefect's or assistant prefect's tie.

Should the behaviour continue the child will be excluded for a fixed period or permanently.

#### Recording Incidents

All incidents of bullying and discussions with the pupils involved will be recorded, along with the school's response.

Incidents will be recorded by means of a File Note, recorded on Scholarpack (the school's Management Information System) copied to Form Teacher and Headmaster. The Headmaster and Deputy Head are responsible for checking these whenever an incident is recorded to check for any patterns. Staff are responsible for alerting the Head and Deputy Head of any incident or allegation. If the matter is deemed sufficiently serious, the Head will report it to LSCB and/or the Police.

#### Raising Awareness

##### Staff

As part of our induction training new staff are asked to familiarise themselves with this, our Anti-Bullying Policy, referred to in our staff handbook and are asked to remain vigilant at all times in places such as toilets, playground, changing areas, minibuses and other out of sight areas and the strategies/routines which are in place to deal with incidents of bullying. Staff INSET includes awareness of bullying issues.

##### Pupils

Through our PSHE syllabus, the issue of bullying is discussed with the children in our school. As is appropriate to their age, they are made aware of the different types of bullying and taught that this is wrong. Children at the top of the school may be appointed as prefects or assistant prefects and part of their role is to be aware of issues on the playing field and other areas and they are given the opportunity to report these either informally or formally, so that they know how to respond if they are a bystander to bullying behaviour. This may include speaking up for the victim as well as reporting to a member of staff. Older children lead an assembly on awareness of anti-bullying.

#### The School Council and Suggestion Box

All pupils have the opportunity to voice concerns through their elected School Council Representative. Messages and suggestions may be made in confidence via the Suggestion Box situated in the entrance hall of the old school building.

#### Co-operating with Parents and Carers

The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for

everyone. The school will ensure that parents are aware of the school's anti-bullying policy (available through the website.) Parents, carers and families are often the first to detect signs of bullying. The school will encourage parents who suspect that a child is bullying or being bullied to contact the school immediately and make an appointment to see the child's teacher or form tutor as soon as possible. Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop bullying.

#### Monitoring and Review

This policy is written with regard to the DfE guidance document and is monitored by the Head, Deputy Head and governing body as part of the annual review of Safeguarding arrangements to ensure that it is working as effectively as possible.