



Hughenden Primary School

Anti-Bullying Policy

This policy has been developed in line with the following documentation:

Kidscape guidance at www.kidscape.org.uk

Bullying Online guidance at www.bullying.co.uk

Buckinghamshire Healthy Schools' website [www.bucksgfl.org.uk/healthy schools](http://www.bucksgfl.org.uk/healthy%20schools)

Buckinghamshire Grid for Learning Anti Bullying guidance

DFES Primary National Strategy SEAL documentation, 2005

This policy has been developed in full consultation with staff, governors and parents. It should be read in conjunction with the school's policies below:

Hughenden Primary School Behaviour Policy

Hughenden Primary School Child Protection Policy

Hughenden Primary School Equal Opportunities Policy

Hughenden Primary School Health and Safety Policy

Hughenden Primary School Inclusion Policy

Hughenden Primary School Drugs Education Policy

Hughenden Primary School Sex and Relationships Policy

Hughenden Primary School Special Needs Policy

Hughenden Primary School Administration of Medicines in School Policy

Hughenden Primary School PSHE & Citizenship Policy

Anti-Bullying Policy

At Hughenden Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils, so they can learn in a relaxed and secure atmosphere where individuals can develop without fear. Bullying of any kind is unacceptable at our school. If bullying does occur, we believe that all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Bullying Definition

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and/or distress to the victim.

Some main features of bullying are listed below:

- Bullying can include behaviours which hurt, threaten or frighten another person or group of people.
- Bullying incidents involve a bully or bullies, a victim or victims and in some instances, bystanders.
- Bullying can be unprovoked, can happen again and again and sometimes can continue for a long period of time.
- Bullying is hidden and often victims do not tell about their experience for complex reasons.

Bullying can be:

- Emotional: being unfriendly, excluding, 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 abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal: name calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of the internet, such as e-mail & internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities

Why is it Important to Respond to Bullying?

No one deserves to be a victim of bullying and everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. Bullying is harmful to all involved, not just the bullied, and can result in long-term outcomes of self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and in extreme cases serious mental health concerns. Examples of behaviours that might be indicative of bullying are located in Appendix A.

There are other types of negative behaviour, such as hurting another person, which are sometimes mistaken for bullying. These often take place in the open and do not involve an imbalance of power, such as when two individuals or groups get into an argument, which may escalate to a fight. Hughenden Primary School recognises the difference between conflict and bullying and will use the main features of bullying listed above to identify which behaviour is being used.

Hughenden Primary School has a responsibility to respond promptly and effectively to any issues of bullying.

Aims

The aims of our anti-bullying policy are to:

- Make all governors, teaching and non teaching staff aware of the school policy on bullying and what they should do if bullying arises.
- Make all children and parents aware of what the school policy is on bullying and what they should do if bullying arises
- Help pupils develop an understanding of what is right and wrong.
- Support everyone in forming good relationships with each other.
- Promote awareness that bullying is unacceptable in our school.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.
- To have in place an anti bullying support system, that all staff, pupils and parents understand and to apply the system consistently.
- To make all stakeholders aware of the serious effect bullying can have and assure children and parents that they will be supported when bullying is reported.

Preventing Bullying at Hughenden Primary School

1 Whole School Approach

Everyone involved in the life of the school takes responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of bullying behaviour. All members of the school community are expected to report incidents of bullying. We believe that the atmosphere in school is one where anyone who is being bullied, or others who know about it, feel that they will be listened to, and feel that action taken will be swift and sensitive to their needs.

2. Teaching and Learning about Bullying

In order to meet the aims of this Policy, the school has adopted a graduated, age appropriate programme of PSHE and Citizenship education. SEAL resources are used throughout the school as the main focus for Anti Bullying teaching, including Anti- Bullying week, which takes place in the Autumn term each year to coincide with National Anti Bullying week.

In line with the PSHE & Citizenship Policy, the programme is based on a needs assessment and aims to build on existing knowledge, skills and attitudes. Lessons are carefully planned, with appropriate grouping of pupils for different activities, clear learning outcomes for each topic and informal assessment takes place.

Hughenden Primary School helps young people to develop confidence in speaking, listening and thinking about themselves and the world they live in.

In line with the PSHE and Citizenship Policy, a number of teaching strategies help this, including:

- Establishing ground rules, in line with circle time, with pupils.
- Using Persona Dolls where appropriate.
- Knowing how to deal with unexpected questions or comments from pupils.
- Using discussion and appropriate materials effectively.
- Encouraging reflection.
- Circle Time.

Dealing with Incidents of Bullying

All bullying incidents should be reported to a member of staff. If bullying is suspected or reported, the incident will immediately be reported to the head teacher and a clear account of the incident will be recorded. The head teacher will interview all concerned and will record the incident. Parents (of both the bully and the person bullied) will be informed of what has happened, and how it has been dealt with. Sanctions will be applied as necessary. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. If necessary and appropriate the police will be consulted.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who bully will be helped by:

- Discussing what happened.

- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Discussing the affect on the victim.

Support and sanctions

There will not be an automatic sanction applied to any bullying related incident in school. Any response will be taken after considering all the relevant facts and information about a young person and the circumstances in which any bullying related incident has come about. The Head teacher, Senior Management Team and any external agency that can extend support to the school and/or young person may be involved in implementing the support and/or sanction applied. The school response will be part of a supportive network developed to ensure that the school uses its powers to protect the long-term welfare of all the pupils in the school, keeping child protection issues in mind at all time.

There are a range of possible responses that the school may implement which are listed below (not in hierarchical order):

- The bully or bullies may be asked to genuinely apologise
- Application of school's sanction system for inappropriate behaviour.
- A letter home to parents and carers.
- Establish an individual teaching plan, personal or other support plan.
- Consider organizational changes that may alleviate the situation.
- Assessment by the Educational Psychology Service.
- Access to counselling.
- If possible, the children will be reconciled

Exclusions

Fixed term or permanent exclusion may be used when other options have been explored or where it is demonstrated that there is a significant risk to the safety or welfare of staff and/or pupils. Permanent exclusion is a serious action and should only be used after other strategies have been tried without success.

Teachers and other adults involved in Anti Bullying Education will sometimes hear disclosures that suggest a child may be at risk of abuse. All adults are aware of the school's child protection policy and that the head teacher is the school's designated teacher for child protection. Where an adult believes a child may be at risk the designated teacher must be consulted before any further action is taken.

Monitoring, Evaluation and Development

It is the role of the PSHE coordinator to monitor and evaluate the Anti Bullying part of the PSHE and Citizenship curriculum throughout the school, using:

- Pupil feedback.
- Work scrutiny.
- Staff discussions.

Inclusion

We recognize that bullying can happen, irrespective of ethnicity, attainment, age, disability, gender or background. Children with specific special educational needs will be taught using an appropriately differentiated programme. This will be developed following advice from their specialist teacher and in conjunction with their parents. In PSHE and Citizenship, including Anti Bullying, children are often free from the constraints of the other curriculum areas due to the oral aspect of the subject. While we respect cultural differences, these can not be an excuse for bullying.

Working with Parents

Hughenden Primary School seeks to work in partnership with parents to provide effective Anti Bullying education. Our open door policy allows parents to discuss their views and concerns with the school. Parents need to know that the school's Anti Bullying education programme will complement and support their role as parents and that they can be actively involved in the determination of the school's policy. We expect all parents to be informed about who can be contacted if they have any concerns about bullying.

Health and Safety

Please refer to the Hughenden Primary School Health and Safety Policy.

Resources

The school recognises the need to continually update and make available appropriate high quality resources and to organise them efficiently.

Policy Monitoring and Review

This Policy was reviewed / amended – November 2014

Date of next review – 2016

Annual initiatives reported to the Governors

Liaison with parents

Discussion with the school council

Data from the school monitoring and recording scheme shown to the governors once per term

Senior member(s) of staff with responsibility for this policy are:

Mrs S Leighton, Head teacher and Mr N Andrews, deputy Head teacher.

~~The Governor with oversight of this policy is:~~

~~Dylan Jones~~