



Hamsey Green
Primary School



Hamsey Green Primary School

Anti-bullying Policy

Date Reviewed: June, 2022.

Reviewed by: Heather Mellis

Date of next review: June, 2023.

HAMSEY GREEN PRIMARY SCHOOL

ANTI-BULLYING POLICY

Hamsey Green Primary School is committed to ensuring that pupils learn in a supportive, caring and safe environment, without fear of being bullied.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Our Behaviour Policy outlines in clear terms our whole school approach to encourage all pupils to demonstrate positive emotional behaviour, conduct behaviour and learning behaviour whilst at school and in the wider community.

Positive action is taken to prevent bullying within PSHCE lessons and through cross curricular learning opportunities.

Wellbeing and the promotion of good mental health practices are embedded in our school culture and all pupils understand how to protect their own wellbeing and the wellbeing of others.

Our school offers support to parents on how to help their children engage safely and responsibly with social media through ClassDojo messages to parents; sharing of e-safety links; advice in school newsletter and signposting to other sources of support and advice. We aim for pupils to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Bullying is unacceptable. No one deserves to be the victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Aims of the Anti-Bullying Policy

- To respond quickly and effectively to ensure a zero tolerance to bullying.
- To safeguard the student/staff member who has experienced bullying and to trigger sources of support for pupil/staff member.

Bullying is defined as deliberately hurtful, upsetting or threatening behaviour, by an individual or a group towards other people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. Bullying results in fear, pain, worry and distress to the victim(s). Bullying is often a purposeful and repeated action conducted by an individual or group and directed against an individual who cannot defend themselves in the situation. Bullying may or may not be because of a

protected characteristic. They may or may not be carried out with the intention to harm or cause offence.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed bullying even if the behaviour has not been repeated or persistent – if it fulfils other descriptions of bullying. This possibility will be considered, particularly in cases of sexual, racist or homophobic bullying and when pupils with disabilities are involved.

Although bullying sometimes occurs between two individuals in isolation, it quite often takes place in the presence of others, within a social context. The investigation should explore the role of all parties involved in the bullying including ring-leaders, assistants, reinforcers, bystanders or defenders.

Bullying can be:

Type of bullying	Definition
Emotional	being unfriendly, excluding, tormenting
Physical	pushing, kicking, hitting, taking another's belongings, punching or any use of violence
Prejudice-based and discriminatory including; Racial Faith based Gendered – sexist Homophobic/bi-phobic Transphobic Disability -based	taunts, graffiti, gestures or physical focused on a particular characteristic (i.e. gender, race ,sexually0
Sexual	Explicit sexual remarks, display of sexual materials, sexual gestures, unwanted physical attention, comments about sexual reputation or performance or inappropriate touching
Homophobic	because of, or focusing on the issue of sexuality
Indirect or direct verbal	name calling, sarcasm, spreading rumours, teasing
Cyber	Bullying that takes place on-line, such as social networking sites, all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging/sending pictures and call, misuse of associated technology such as camera/video facilities, gaming apps
Disability/SEN	because of, or focusing on a disability or special educational need.

Home circumstance	targeting individuals who are looked after children or because of a particular home circumstance.
indirect	e.g. excluding people from social groups, spreading hurtful and untruthful rumours, leaving notes, failure to speak or acknowledge a person, making someone the subject of malicious rumours.

Bullying can seriously damage a person's confidence and sense of self-worth, and they often feel that they are at fault in some way.

Bullying can take many forms including; name-calling, threats, humiliation, playing tricks and pranks, spitting, hitting, pushing and jostling, 'accidentally' bumping into someone, damaging or taking belongings, malicious text messages, e-communications and photographs, leaving people out of groups or games or social occasions, and spreading hurtful and untrue rumours. Several of these behaviours plainly involve the use of words. Several, however, may be non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Signs of Bullying

The behaviour of children, young people and adults is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility that bullying is occurring. These are some possible signs which may need to be investigated sensitively. The child or young person may:

- Become withdrawn, clingy, moody, aggressive, unco-operative or non-communicative
- Behave in immature ways, e.g. revert to thumb sucking or tantrums
- Have sleep or appetite problems
- Have more difficulty in concentrating
- Show variation in performance
- Have cuts, bruises or aches and pains without adequate explanation
- Request extra money or start stealing
- Have clothes or possessions which are unusually damaged or lost
- Complain of illness more frequently
- Show a marked change in a well-established pattern of behaviour e.g. A sudden loss of interest in a previously favoured activity
- Changing times of coming to and going from the house
- A reluctance to (or no longer wishing to) leave the home
- A request to change school
- A refusal to return to a place or activity

Entitlement Everyone at Hamsey Green Primary School and Acorns Nursey has the right:

- To work and play in a safe and secure environment
- To express their attitudes and feelings constructively and have these respected by others
- To have an uninterrupted education
- To have personal property respected

Everyone at Hamsey Green Primary School and Acorns Nursey has the responsibility:

- To behave acceptably in all situations
- To accept the consequences of their actions
- To understand their responsibilities in the learning process
- To be polite and co-operative with everyone respecting their rights
- To respect public property and other children's personal property

Prevention: Role of Staff, Pupils, Parents and Governors Staff will:

- take bullying seriously and use a range of proactive strategies to prevent bullying.
- Effective school leadership that promotes an open and honest zero tolerance to bullying.
- Photo and name of member of staff responsible for Anti Bullying posted around school.
- Use of the curriculum, in particular PSHE/RSE and circle times as a class. Teaching Assistants employed to work with vulnerable pupils.
- Use of opportunities throughout school calendar such as 'Feeling Safe' week and school assemblies.
- Poster campaigns.
- Improved supervision in potential problem areas during lunch break, for vulnerable pupils.
- Buddy schemes, worry boxes, and 'I need to talk Box' outside of the Head Teacher's Office
- Develop a positive classroom and school culture that fosters pupils' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Raise awareness of bullying with all classes so that every pupil learns about what it is, the damage it can do and how to report it
- Be alert to signs of distress and other possible indications of bullying
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
- Ensure the immediate safety and well-being of children and young people
- Listen to children who have been bullied, take what they say seriously and act to support and protect them
- Work with pupils and parents as necessary to resolve incidents. Parents of the child who is being bullied and of the child who has bullied should be supported to ensure that incidents are not repeated and children are happy at school.
- Record incidents and actions taken via CPOMS and report suspected cases of bullying to a member of the Senior Leadership Team so that incidents can be monitored over time. Records will include names, date, details of incident, action taken
- Follow up any complaint by a parent about bullying, and report back promptly to parents fully on the action which has been taken.
- If appropriate other relevant professionals may be contacted to address issues e.g. ELSA, Education Psychology, Early Help,

We expect children to:

- Treat others kindly and with respect
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- Tell an adult if they think they or another child is being bullying Bullying can make children feel scared and alone. Children should not stay silent if they see or know it is happening. Bullying is wrong and must be reported. Children who bully others need help too. By telling, they will also get the support they need.

We ask that parents:

- Support their children to behave well and respect others
- Work co-operatively with teachers and their child in building positive attitudes towards learning and school
- Watch for signs of distress or unusual behaviour in their children, which might be a sign of bullying
 - Advise their child/children to report any bullying to their class teacher and/or inform the school directly of any bullying
 - Support and reassure their children that appropriate action will be taken

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy or address a situation and to support the bullied pupil according to the particular incident/s.

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed on to the Middle Leader.

- Middle leader will investigate the incident initially by interviewing all concerned and class teacher will be kept informed and asked to monitor behaviour of the pupils concerned. **This will be logged on C-POMS.** Following the behaviour code, this could be escalated to a member of the SLT.
- Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected pupil but always speak to a member of staff.
- Pupils who have been bullied will be helped by discussing their experience with member of staff/ELSA to restore self-esteem and build confidence for as long as needed.
- Pupils who have bullied will be helped by discussing what happened, why they became involved and establishing a sense of wrong-doing. Parents/Carers will be informed to help change the attitude and behaviour of the pupil.

- In agreement with both parties involved there will be an opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

The following disciplinary steps may be taken:

- Warning to stop the offending behaviour
- Exclusion from certain areas of the school premises such as the playground or dining hall
- Exclusion from certain activities such as a school trip or special event
- Isolation from rest of class, working with senior member of staff
- Referral to external agencies such as Behaviour Support Team
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying at Hamsey Green Primary School and Acorns Nursery

There are a number of strategies to support the prevention and reduction of bullying, including:

- Welcoming open culture where staff are approachable and know children well
- Good ratios of adults to children at playtimes
- Wide range of activities and resources at playtimes to help engage children in positive play
- PSHCE is taught through the 'Jigsaw' programme and across the curriculum to promote positive relationships
- Assemblies celebrate positive behaviour
- Make children aware that bullying is unacceptable, will not be tolerated and that every incident will be acted upon.
- Staff encourage children to play well and model good strategies
- Through the promotion of good wellbeing and mental health practices, themes of respect, tolerance and kindness are explored regularly with all children.
- Restorative approaches are used to resolve any issues between children
- Be aware of children who may be more likely to be victims but also be aware that anyone is a potential victim. The more vulnerable could be someone:
 - with special educational needs and/or disabilities
 - new to the class or school
 - different in background, appearance or speech from other children
 - suffering from low self-esteem
 - more anxious or nervous than most
 - who give a "reaction" when bullied - i.e. loss of control, tantrums, crying.

Cyberbullying Mobile

Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It is crucial that children and young people, who are particularly skillful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils of Hamsey Green Primary School and Acorns Nursery.

must be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours; there is no safe haven for the person being bullied. Cyberbullies can communicate their messages to a wide audience with remarkable speed and can often remain unseen and unidentifiable.

What is cyberbullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- Bullying via websites includes the use of defamatory blogs, personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying. School staff, parents and pupils of Hamsey Green Primary School and Acorns Nursery need to work together to prevent this and to tackle it whenever it occurs.

The school has a duty to ensure that:

- Teachers have sufficient knowledge to deal with cyberbullying in school
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely
- All e-communications used on the school site or as part of school activities off-site are monitored
- Internet blocking technologies are continually updated and harmful sites blocked
- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- They work with police and other partners on managing cyberbullying.

Staff have a responsibility to:

- Teach children safe internet etiquette
- Apply school policy in monitoring electronic messages and images
- Teach pupils the value of e-communications and the risks and consequences of improper use, including the legal implications Hamsey Green Primary School and Acorns Nursery

can help parents by:

- Providing information via website and newsletters
- Providing support when cyberbullying incidents are reported

Bullying of Staff

All forms of bullying of staff, either face to face or online, or whether by pupils, parents or colleagues, is unacceptable. At Hamsey Green Primary School and Acorns Nursery, we believe staff can have fulfilling careers free from harassment and bullying. Positive school parent relationships help create an atmosphere of trust that encourages parents to raise concerns in an appropriate manner and ensures parents and carers are aware and understand how to communicate with the school. It is not acceptable for pupils, parents or colleagues to denigrate and bully school staff via social media in the same way that it is unacceptable to do so face to face. School leaders, teachers, school staff, parents and pupils all have rights and responsibilities in relation to cyberbullying. Schools encourage all members of the school community, including parents, to use social media responsibly. Parents have a right to raise concerns about the education of their child, but they should do so in an appropriate manner.

If a member of staff is subject to online bullying:

- Where the perpetrator is known to be an adult, in nearly all cases, the first action would be for a senior staff member to invite the person to a meeting to address their concerns, and if they have a reasonable complaint, to make sure they know how to raise this appropriately. They can request that the person removes the offending comments. If they refuse, it should be an organisational decision what to do next – either school or the member of staff could report the matter to the social networking site if it breaches their terms, or seek guidance from the local authority, legal advisers or support from other agencies for example, The UK Safer Internet Centre.
- If the comments are threatening or abusive, sexist, of a sexual nature or constitute a hate crime, the member of staff or a representative from the school may consider contacting the local police. Online harassment is a crime.

Review

The policy will be reviewed at least every two years by school staff and governors.

Useful Links Hamsey Green Primary School and Acorns Nursery
Behaviour Policy Version 1

Important contacts

ROLE/ORGANISATION	NAME	CONTACT	DETAILS
Designated safeguarding lead (DSL)	Mrs Mace	01883 622000`	dsl@hamseytlt.co.uk
Local authority designated officer (LADO)			
Chair of Governors	Mrs Fernandes	01883622000	chair@hamseytlt.co.uk

