

Nicholas Hawksmoor Primary School

Anti-Bullying Policy

Nicholas Hawksmoor Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

At Nicholas Hawksmoor Primary School we promote an anti-bullying environment where bullying is not tolerated in any form.

This policy should be read alongside the PSHE policy and Behaviour and Discipline Policy. The Governors, staff, pupils (through the Pupil Council) and parents have been involved in its development.

Anti Bullying - Key Responsibilities

Overall Responsibility	-	Governing Body
Day to Day Responsibility	-	Mr Richard Edwards (Headteacher)
	-	Miss Jenny Jeffery – Joint responsibility for running the Behaviour Charter and dealing with any classroom incidents.
	-	Miss Louise Jeffery – Joint responsibility for running the Behaviour Charter and dealing with any playground incidents.
PSHE Co-ordinator/ Senco	-	Mrs Wendy Pearson

Definition of Bullying

The Government defines bullying as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Safe to Learn DCSF Publication 07

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful.
- Repeated, often over a period of time, unlike other forms of aggressive behaviour, which can be instant and not premeditated.
- Difficult for victims to defend themselves against.

Bullying can take many forms:

- Physical – hitting, kicking and taking belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – spreading nasty stories, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails, text messages or using social network sites.
- Bullying due to appearance or health conditions, related to home conditions.

Some forms of bullying are attacks not only on individuals but also the group to which he or she belongs, ie:

- Racial harassment.
- Sexual bullying.
- The use of homophobic language.
- Bullying of pupils who have special educational needs or disabilities.

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Aims

All pupils and staff have the right to feel happy, safe, valued and included, without intimidation, harassment or fear. At Nicholas Hawksmoor staff, parents and children work together to create a happy, caring, learning environment. Bullying of any form; either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying of pupils and/or staff (whether by pupils, parents or other staff), and to deal with incidents quickly and effectively.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as totally unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur establishing a means of dealing with bullying, and provide a means of support to pupils who have been bullied, as well as close monitoring of the behaviour of the perpetrators.

We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

This policy builds upon our Behaviour and Discipline Policy. It explains how we promote positive behaviour in our school to create an environment where pupils behave well, where pupils take responsibility for each other's emotional and social well-being and include and support each other.

Curriculum Support

We promote good and appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised.

Through our curriculum we are able to:

- Raise awareness about bullying, our Anti-Bullying Policy and anti-bullying strategies; to include strategies for non-English speaking pupils, SEN pupils, pupils with disabilities and young carers.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how to manage their relationships with others in a positive, constructive manner.

PSHE work, Circle Time, role-play and stories are used to show what pupils can do to prevent bullying and to create an anti-bullying climate within the school. SEAL assemblies and collective worship reinforces our message that bullying will not be tolerated.

Information and guidance for parents and pupils is available, (from "Don't Suffer in Silence").

Responding to Incidents

The school employs a number of sanctions to enforce the school rules, to ensure a safe a positive learning environment. Graded sanctions are employed appropriately to each individual situation depending on the severity. The school does not tolerate bullying of any kind. If an act of bullying has taken place, appropriate action is put in place immediately to stop any further occurrences of such behaviour. Responses to bullying vary depending on the type of bullying. While it is very difficult to eradicate bullying, everything is done to ensure that all children at school are free from fear.

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Members of the staff including lunchtime supervisors, pupils or parents who have witnessed an act of bullying or who have received reports that a pupil has been bullied should report this immediately to Miss Jenny Jeffery who will then complete a Bullying Incident Form.

The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from the school. The Governing Body will not condone any bullying at all at the school and any incidents will be dealt with appropriately.

The Governing Body is informed of any incidents of bullying that do occur and reviews the effectiveness of this policy. The Governors require the Headteacher to keep accurate records of all incidents of bullying, and to report on request about the effectiveness of this policy and school anti-bullying strategies.

Any parent that is dissatisfied with the way the school has dealt with a bullying incident should request that the Chair of Governors looks into the matter. The Governing Body will respond within ten days to such requests. In all cases, the Governing Body notifies the Headteacher and asks him/her to investigate the case and to report back to a representative of the Governing Body.

The Role of the Headteacher

Reports of bullying will be logged by the class teacher and passed onto Miss Jenny Jeffery, who will then inform the Headteacher. All reports of bullying will be taken seriously and will be followed up by the Headteacher. It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and to know how to identify and deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the Anti-Bullying Policy on request.

The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in the school. The Headteacher draws attention of this fact at suitable moments, eg, if an incident occurs the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour is wrong and why a pupil is being punished.

The Headteacher ensures that all staff, including support staff, receive sufficient training to be equipped to identify and deal with incidents of bullying.

The Headteacher promotes the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher ensures that all staff know what to do if they suspect a pupil is either bullying or being bullied. Senior members of staff will address issues immediately, document any incidents, liaise with parents where necessary and report all matters to the Headteacher.

The Role of the Staff

All staff take all forms of bullying seriously, and seek to prevent it from taking place. Teachers will keep their own records of all incidents in their class and any that they are aware of in the school.

If teachers witness an act of bullying themselves they may investigate it themselves and take immediate action. They will then inform senior teachers and the Headteacher. The teacher's action may involve counselling and support for the victim, and punishment for the offender. Time is

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spent talking to the child who has done the bullying, explaining to them why their action is wrong, the effect it may have had on the victim, and how they should change their behaviour in the future.

If a child is repeatedly involved in bullying, the Headteacher and the SENCO are informed. The child's parents are invited into the school to discuss the situation. In more extreme circumstances, eg, where initial discussions have proved ineffective, the Headteacher may contact external agencies, such as Social Services, for support. The child's behaviour is monitored and reviewed over an agreed period of time.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. This helps pupil to understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. Circle Time and Celebration Assemblies are used to praise, reward and celebrate the success of all children and thus help to create a positive atmosphere. The PSHE curriculum promotes an anti-bullying climate and the co-ordinator has a range of games, activities, stories and information on dealing with the bullied and bullies. Resources are accessible in the PPA room.

The Role of the Pupils

Pupils who have been bullied should report this to their class teacher, who will inform a senior member of staff, or directly to the Headteacher. If the bullying continues they must keep on letting people know.

Pupils who see other pupils being bullied should report this to their class teacher, who will inform a senior member of staff, or directly to the Headteacher.

Pupils are invited to tell us their views about bullying issues in Circle Time, 1:1 with their class teacher or any member of staff they feel comfortable talking to, and through the Pupil Council.

The Role of Parents/Carers

The school works closely and collaboratively with parents so children receive a consistent message about how to behave both at home and at school.

We explain the school rules in the prospectus and we expect parents to read and support them. Parents have the responsibility to support the school's Anti-Bullying Policy and zero tolerance to bullying, and actively encourage their child to be a positive member of the school.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response they should contact the Headteacher. If they are still dissatisfied, they should follow the complaints procedure as detailed in the school prospectus.

Monitoring and Review

The policy will be evaluated using the following measures:

- The number of incidents reported to staff over a given period of time.
- Pupils' perceptions of bullying in school, through Circle Time, Pupil Council and periodic questionnaires.
- From comments or complaints received from parents/carers.

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The Anti-Bullying Policy is the governors' responsibility and they review its effectiveness. They look out in particular for incidents of racist bullying, sexual bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed by the PSHE Co-ordinator and Governors, and updated every two years or earlier if necessary, eg, if new regulations are introduced or through recommendations for improvement.

Signed: _____

Date: _____