



## POLICY

### Anti-Bullying Policy

This document has been prepared to set out the Anti Bullying Policy of Hanham Primary Federation. The document shall be reviewed and approved by the Policy Review Group and Full Governing Board

#### Document Control

Version	Review/Revisions	Approved By	Date
1.0		AW	Sept 2022

#### Document Information

Review Cycle	Biennial
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Reviewing Authority	Policy Review Group / Full Governing Board

## ANTI-BULLYING POLICY

### Rationale

A basic principle of our school ethos is respect and care for all human beings. No child should suffer injury, be unhappy about coming to school or lose self-confidence and self-esteem due to bullying behaviour.

### Definition

Bullying is a premeditated act not to be confused with spontaneous inappropriate behaviour. It is action taken by one or more child/children with the deliberate intention of hurting another child, either physically, verbally or emotionally.

It can be:

- **Physical** - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.
- **Verbal** - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, etc.
- **Emotional/psychological** - excluding someone from a group, humiliation, creating a feeling of danger, etc.
- **Racist** - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence, etc.
- **Sexual** - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, etc.
- **Homophobic/ transphobic** - insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic/ transphobic violence, etc.
- **Electronic** - bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, etc.

**Bullying is the abuse of power by one person or a group over another.**

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

### Policy aims

- To prevent any form of bullying whether it is physical, verbal, emotional or indirect.
- To have a safe and secure environment where all can learn without anxiety.
- To produce an immediate and consistent response to any incidents that may occur.
- To inform all stakeholders that bullying will not be tolerated.

### Anti-bullying measures

The following measures will be taken to create a culture where mutual respect and high self-esteem combat bullying:

- Explicitly taught Jigsaw units which address peer relationships, racism, homophobia, and bullying.
- An annual Anti-bullying week and regular references to respecting others in assemblies.
- Combating cyber-bullying explicitly taught in the Computing Scheme of Work & during the annual E-safety week.
- The work of the School Council in bringing pastoral concerns to the attention of the FLT/SLT.

- Buddy systems throughout the school.
- CPD on identifying and combating bullying for all staff.
- Good Behaviour Policy, Child Protection Policy and Procedures, SEN guidelines and school aims.

### **Procedures to follow**

The following, consistent approach should be used when investigating allegations of bullying:

- If bullying is suspected or reported, the member of staff who has been approached will discuss the incident with the victim and ascertain whether bullying has indeed taken place (as defined by this policy) or whether the child has been upset by a breach in the High Expectations (HAJ) or Golden Rules (SWIS), which can be dealt with in accordance with the school Good Behaviour Policy.
- Once an incident of bullying has been established, a clear account of the incident/s will be recorded on CPOMS and SLT/FLT tagged in the incident.
- FLT will investigate and use the Jigsaw ethos to teach both parties how to come to a resolution. This will be considered a notice to stop, where the perpetrator can alter their behaviour without sanction in addition to those applied for breaches in the High Expectations or Golden Rules. Parents/carers will be informally informed at this point, usually by phone, to reassure them that the matter is being resolved.
- Should further incidents occur, all children involved will then be re-interviewed and the parents/carers of both parties informed. Should conflicting reports of the incident be reported, the Headteacher will determine what has occurred on 'the balance of probabilities'. At this point, sanctions may be applied to the perpetrator/s in line with the school's Good Behaviour Policy.

### **The Role of Governors**

1. The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school, taking any incidents of bullying that do occur very seriously and dealing with them appropriately.
2. The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.
3. The governing body responds within ten days to any request from a parent/carer to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

The school will review this policy bi-annually and assess its implementation and effectiveness throughout the school.