

HIPSWELL CHURCH OF ENGLAND PRIMARY SCHOOL

ANTI-BULLYING POLICY

What is bullying?

Bullying can take many forms. It can be physical, verbal or psychological intimidation.

Bullying is the conscious desire to hurt, threaten or frighten someone else.

Bullying in the form of emotional or psychological aggression is less apparent but extremely painful and damaging to victims.

At Hipswell Church Of England Primary School we aim:-

1. To prevent bullying
2. To deal with bullying
3. To build on existing school policies
4. To use the curriculum to evolve and develop attitudes to bullying.

Preventing Bullying

Bullying in school is everybody's problem. Silence and secrecy nurture bullying.

All staff, children, parents and the Governing Body must be aware that bullying exists and through recognition of this fact and the shared commitment to combat bullying, our school will become a happier place for everybody. All parents, pupils and staff need to be very clear about the school's policy and procedures on bullying.

If you come across bullying what can you do?

First steps: do

- remain calm; you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation.
- take the incident or report seriously
- take action as quickly as possible
- think hard about whether your action needs to be private or public; who are the pupils involved?
- reassure the victim(s), don't make them feel inadequate or foolish
- offer help, advice and support to the victim(s)
- make it plain to the bully that you disapprove
- encourage the bully to see the victim's point of view
- record the incidents and action taken

Involving others: do

- inform school, the relevant members of staff and the Headteacher
- inform colleagues if the incident arose out of a situation where everyone should be vigilant, e.g. unsupervised toilets
- inform the Headteacher and inform both sets of parents calmly, clearly and concisely; reassure both sets of parents that the incident will not linger on or be held against anyone.

Final steps: do –

- make sure the incident doesn't live on through reminders from you
- try to think ahead to prevent a recurrence of the incident, if you uncover the trigger factor
- ensure all referral and reflection forms are completed.

If you have to deal with bullying, don't –

- be over protective and refuse to allow the victim to help him/herself
- assume that the bully is bad through and through; try to look objectively at the behaviour, with the bully
- keep the whole incident a secret because you have dealt with it, try to hide the incident from the parents of the victim or of the bully, call in the parents without having a constructive plan to offer either side.

Supporting the pupils

We must ensure that all pupils know that our school cares about bullying. Pupils need to know that they should speak out. The school's anti-bullying policy will be made clear to new pupils.

We must all work together through the curriculum, assemblies, and displays in order to get the message across. The Headteacher and Governing Body will play a vital role in monitoring the successful implementation of the policy.

Pupils will be given opportunities to talk about bullying in general, in SAEL, in circle time and PSHCE.

Supervision of key areas/time in school

All staff must be alert and observant at all times both inside and outside the classroom e.g. playground, the hall, corridors, and toilet areas. The lunch time period is a time when pupils are most at risk and could be exposed to bullying. Midday supervisors must communicate with class teachers to ensure that all children feel safe and secure. The member of staff witnessing the incident must record the unacceptable behaviour. After Midday Supervisors have reported to the class teachers, they then report to the Headteacher.

At break times (playground, moving around the building etc.) staff must be vigilant at all times. Any incident involving bullying is to be reported straight away to the Headteacher and recorded in the incident book.

In classrooms teachers need to be aware of hidden indicators of possible bullying e.g. body language, pupils who seem withdrawn or isolated, whilst the underlying cause may not necessarily be bullying all concerns must be discussed with the Headteacher.

Building on the school's existing policies

The school's Aims Statement, Positive Behaviour Policy, Home School Agreement, Racial Equality and Cultural Diversity Policy, Equal Opportunities Policy, Child Protection Policy and classroom code of conduct have very clear guidelines regarding what constitutes acceptable/unacceptable behaviour towards other people. The Anti-Bullying initiatives reflect the principles contained in these documents.

Anti-bullying strategies and this policy will be reviewed annually.

Agree Date July 2020

Review Date March 2022