



Anti-Bullying Policy

June 2018

Statement of intent

At Horninglow 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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 internet, such as email, social networking sites, internet chat room misuse, mobile phone threats by text messaging & calls misuse of associated technology , i.e. camera, video facilities.

Why is it important to respond to Bullying?

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

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

- All teaching and non-teaching staff, pupils, governors and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff and governors should know what the school policy is on bullying and how to follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Pupils report bullying incidents to any member of staff within school verbally or through putting notes in the worry monster situated in the library which is regularly checked by our family/pupil support worker. They can also speak to their School Council Representative. Parents can contact school to speak to their child's class teacher or book an appointment to discuss it with a member of SLT.
2. Reported incidents will be recorded by staff – initially in class. Further/serious incidents reported to a member of the SLT.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the Police and Children's Services will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour
7. The victim will be supported throughout.
8. Bullying incidents reported to Governors and LEA/Academy.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will help children to prevent bullying. As and when appropriate, these may include:

- Through coverage during PSHE lessons and whole school assemblies.
- Regularly on school council agenda.
- Whole school national anti-bullying week run by the School Council members.
- Inviting outside agencies to lead on ways to prevent bullying.
- Liaison with other schools within the Academy about bullying initiatives.
- Children writing a set of anti-bullying school rules.
- Having discussions about bullying and why it matters, ensuring children across school understand what bullying is and the consequences for the victim and the bully.
- Circle times.

Help organisations and contact information

NSPCC - 0808 800 5000 or for a child calling 0800 1111

Bullying UK - 0808 800 2222 - www.bullying.co.uk

The Diana Award - 0121 698 2003 - info@diana-award.org.uk