



HARTWELL PRIMARY SCHOOL

Anti-Bullying Policy

Hartwell Primary is a Voluntary Controlled academy and, recognising its historic foundation, works to preserve and develop its religious character in accordance with the principles of the Church of England. This includes the active promotion of Christian and British values and the respecting of those of other faiths or none.

'Believe, Aspire, Grow'

Date agreed: Autumn 2020

Review date: Autumn 2021

Contents

		Page
1	Statement of Intent	3
2	Policy Objectives	3
3	Links to policies and other practices	3
4	Links to legislation	3
5	Responsibilities	4
6	Definition of bullying	5
7	Forms of bullying covered in this policy	5
8	Responding to bullying	6
9	Supporting pupils	6
10	Supporting adults	7
11	Preventing bullying	8
12	Involvement of pupils	8
13	Involvement and liaison with parents and carers	9
14	Monitoring and review	9
15	Useful links and supporting organisations	9

1. Statement of Intent

We believe that effective learning can only take place in an environment where children feel relaxed, secure and able to communicate effectively with others around them.

In order to achieve this we set high expectations of behaviour for all involved with our school. These high expectations are reinforced through a system which values each individual and is based on positive principles.

It is important that each member of our school community (adults and children alike) maintains the high standards expected of all. This is achieved by adhering to our school Christian values.

Bullying behaviour is unacceptable and damaging. It is therefore not tolerated in our school.

This policy aims to produce a consistent school response to any bullying incidents which may occur. It makes clear each person's responsibilities with regard to the prevention and eradication of bullying in our school.

To reinforce the school's anti-bullying ethos the subject is raised as a topic within the curriculum, under Personal, Social, Health and Economic (PSHE) education, in drama, literature, history and Religious Education (RE) lessons and in Collective Worship.

This policy is based on DfE publications:

- Preventing and Tackling Bullying, 2017
- Sexual Violence and Sexual Harassment between children in schools and colleges, 2018
- Mental Health and Wellbeing Provision in schools, 2018
- Keeping Children Safe in Education, 2020

2. Policy objectives

2.1 This policy outlines what Hartwell Primary School will do to prevent and tackle all forms of bullying.

2.2 The policy has been adopted with the involvement of the whole school community.

2.3 Hartwell Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

3. Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding Policy
- Online Safety and Acceptable Use Policies (AUP)
- Curriculum Policies, such as: PSHE, online safety and computing
- Mobile Phone and Social Media Policies
- Early Years Policy

4. Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997

- The Malicious Communications Act 1988
- Public Order Act 1986

5. Responsibilities

5.1 All stakeholders have the responsibility to abide by, support, promote and implement this policy.

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Sections 5.2 to 5.6 give further detail of the above responsibilities.

5.2 The role of the Headteacher

- To ensure that structures and procedures embedded in school behaviour policies prevent bullying.
- To set the school climate of mutual support and praise for success, so making bullying less likely
- To implement the school anti bullying strategy and ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- To report to the governing body on the effectiveness of the anti-bullying policy on request.
- To work with staff to ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- To ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying.
- To ensure that incidents of bullying are recorded in the Behaviour Management system, CPOMs
- To provide anonymised data from SIMS to the Local Authority on the bullying and hate incidents occurring in the school.
- To report incidents of this nature to the Governors

5.3 The role of the governor

- To support the Headteacher in all attempts to eliminate bullying from our school.
- To consider seriously any incidents of bullying that do occur and ensure they are dealt with appropriately.
- To request an annual report on the effectiveness of school anti- bullying strategies.

5.4 The role of all staff

- To support and role model our school's Christian values.
- To support all children in their class, establishing a climate of trust and respect through praise, reward and celebrating the success of all children.
- To take all forms of bullying seriously and intervene as quickly as possible to prevent incidents from continuing.
- To consult with the Headteacher regarding the sharing of information with the parents of both the target/s and the perpetrator/s. (teachers only)
- To ensure incidents are recorded using CPOMs.
- After consultation with the Headteacher, to inform the parents the target/s and the perpetrator/s. (teachers only)

5.5 The role of parents.

- To contact the Class Teacher immediately if there are concerns that their child might be being bullied, or if they suspect that their child might be the perpetrator of bullying.
- To support the school's Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.
- To sign and return the home/school agreement, by doing this, parents are agreeing to support this policy.

5.6 The role of the child.

- To follow our school Christian Values and act as a role model to others.
- To work together to prevent bullying in our school.
- To follow this policy.

6. Definition of bullying

6.1 Bullying behaviour is when four key elements are present: actions are **hurtful**; there is an **imbalance of power**; the behaviour is **repeated** and the behaviour choice is **intentional**.

6.2 Hartwell Primary School adopts the Anti-Bullying Alliance's definition of bullying:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.'

6.3 The definition used with our children is the acronym '**STOP**':

Several
Times
On
Purpose

6.4 Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

6.5 This includes the same unacceptable behaviours expressed online, called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

6.6 Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development.

7. Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying
- Other: Any incident not identified above. This list is not exhaustive.

8. Responding to bullying

8.1 The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying behaviour is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the target/s – making sure they are not at risk of immediate harm and will ensure that their voice is heard.
- The headteacher, Designated Safeguarding Lead (DSL) or another member of leadership staff will investigate the matter with all parties, including any witnesses.
- The Designated Safeguarding Lead (or one of the Deputy Designated Safeguarding Leads) will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members as appropriate to their role in school
- Parents will be involved in the matter.
- Consequences (as identified within the Behaviour Policy) and support for individuals will be implemented, in consultation with all parties concerned. Bullying is considered a ‘serious’ incident in our school and therefore will be handled as such.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children’s social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing consequences in school in accordance with the Behaviour Policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. This record will be made on CPOMs.

Online Bullying

8.2 Note: Ensure the [Childnet Cyberbullying guidance](#) is accessed when dealing with matters of online bullying.

8.3 When responding to online bullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person/s who has been bullied online and work with the person/s who has carried out the bullying behaviour to ensure that it does not happen again.
- Encourage the target to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems;
 - identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils’ electronic devices, such as mobile phones, in accordance with the law and also the school searching and confiscation policy. (Note: Schools should ensure they access the DfE ‘Searching, screening and confiscation at school’ and Childnet Cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)
 - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.

8.4 Ensure that consequences are applied to the person/s responsible for the online bullying behaviour; the school will take steps to change the attitude and behaviour of the perpetrator/s, as well as ensuring access to any additional help that they may need.

- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

This may include:

- advising those targeted not to retaliate or reply;
- providing advice on blocking or removing people from contact lists;
- helping those involved to think carefully about what private information they may have in the public domain.

9. Supporting pupils

9.1 Pupils who have been the target of bullying behaviour will be supported by:

- Reassuring the pupil/s and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

9.2 Pupils who have perpetrated the bullying behaviour will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- As well as the consequences, in line with the Behaviour Policy, providing opportunity for remorse and reparation.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

10. Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable.

10.1 Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the Designated Safeguarding Lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying behaviour as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's staff code of conduct.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

10.2 Adults (staff and parents) who have perpetrated the bullying behaviour will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.

- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

11. Preventing bullying

11.1 Environment

The whole school community will:

- Create and support an inclusive, distinctively Christian environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying behaviour can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying behaviour, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying behaviour.
- Actively create “safe spaces” for vulnerable children and young people.
- Annually take part in National Anti-Bullying Week
- Celebrate success and achievements to promote and build a positive school ethos.

11.2 Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying behaviour brought to the schools attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary consequences; the consequences of bullying behaviour will reflect the seriousness of the incident.
- Use a variety of techniques to resolve the issues between those who perpetrate bullying behaviour, and those who have been the target of bullying behaviour.

11.3 Education and Training

The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying behaviour and take appropriate action, following the school’s policy and procedures (including recording and reporting incidents).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, Collective Worship, peer support, the School Council, etc.
- Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.

12. Involvement of pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school’s approach and are clear about the part they have to play to prevent bullying.

- Regularly canvass children and young people’s views on the extent and nature of bullying. (All Together – United Against Bullying Pupil Wellbeing survey)
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of consequences which may be applied against those engaging in bullying behaviour.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been the target of bullying behaviour and to those who have perpetrated bullying behaviour in order to address the problems they have.

13. **Involvement and liaison with parents and carers**

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying behaviour.
- Make sure that key information about bullying behaviour is available to parents/carers in a variety of formats (the school website is the main point of access to this policy).
- Ensure all parents/carers know who to contact if they are worried about bullying (primarily the child’s class teacher, alternatively any member of the Senior Leadership Team) and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying behaviour.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

14. **Monitoring and review: putting policy into practice**

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied:

- Any issues identified will be incorporated into the school’s action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The named Governor for safeguarding (Margaret Ball) will report on a regular basis to the governing body on incidents of bullying behaviour, including outcomes.

15. **Useful links and supporting organisations**

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis

Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com/

Show Racism the Red Card: www.srtrc.org/educational

LGBT

Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

- A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related