

Hopton Primary School
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ANTI BULLYING POLICY September 2021

Introduction

What do we mean by bullying?

- It is deliberately hurtful behaviour.
- It is repeated over a period of time.
- It involves a relationship by individuals or groups where there is an imbalance of power.
- Bullying can happen face to face or online.

We will use these principles when making a judgement that bullying is occurring. We will communicate with parents in order for parents to be aware of our judgement, which we will then act on.

We are against bullying because

- Everyone has the right to feel welcome, secure and happy;
- Everyone should be treated with respect.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour);
- Verbal (name calling, sarcasm, spreading rumours, teasing);
- Physical (pushing, kicking, hitting, punching or any use of violence);
- Extortion (demanding money/goods with threats);
- Online (all areas of internet, email and internet chat room misuse);
- Mobile threats by text messaging and calls;
- Misuse of associated technology i.e. camera and video facilities including those on mobile phones;
- Racist (racial taunts, graffiti, gestures);
- Sexual (unwanted physical contact, sexually abusive comments; sexual contact);
- Homophobic (because of, or focusing on the issue of sexuality).

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs.

- Is frightened of walking to or from school or changes route;
- Doesn't want to go on the school/public bus

- Is unwilling to go to school (school phobic);
- Begins to truant;
- Becomes withdrawn, anxious or lacking in confidence;
- Becomes aggressive, abusive, disruptive or unreasonable;
- Starts stammering;
- Threatens or attempts suicide;
- Threatens or attempts self harm;
- Threatens or attempts to run away;
- Cries themselves to sleep at night or has nightmares;
- Feels ill in the morning;
- Performance in school work begins to drop;
- Comes home with clothes torn, property damaged or 'missing';
- Asks for money or starts stealing money;
- Has dinner or other monies continually 'lost';
- Has unexplained cuts or bruises;
- Comes home 'starving';
- Bullying others;
- Changes in eating habits;
- Is frightened to say what is wrong;
- Afraid to use the internet or mobile phone;
- Nervous or jumpy when a cyber message is received;
- Gives improbable excuses for their behaviour.

What causes bullying?

People bully for different reasons. The reasons could be:-

- To feel powerful;
- Jealousy;
- To feel good about themselves;
- To be in control;
- Because they want something (attention, possession, or friends);
- To look good in front of other people;
- To feel popular;
- Because of peer pressure;
- To be big/clever;
- For fun;
- Because they are being bullied themselves;
- Because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way).

How can we prevent bullying?

At Hopton we foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:-

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour and relationships and with a positive impact on learning and achievement;
- Regular praise of positive and supportive behaviour by all staff;
- Work in school which develops empathy and emotional intelligence (PSHE);
- Any incidents treated seriously and dealt with as soon as possible.

Why is it important to respond to bullying?

Bullying hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Dealing with Bullying

- All reports of bullying will be addressed and the priority will be to support those being bullied and to stop the bullying.
- It is the responsibility to assess the seriousness of the bullying and to determine the appropriate action that should be taken.
- We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour.
- Staff should complete a 'Hopton Bullying Concern Form' (see Appendix A) and discuss the concern with the DSL – Suzanne Henderson or a member of the Senior Leadership Team. An action plan will then be put into place.

The role of Parents

- Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Guidance for Parents

- Parents must be clear that the school does not tolerate bullying.
- That there are procedures to use if they are concerned their child is being bullied or does not feel safe to learn.
- That they have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary, and that the school systems will deal with the bullying in a way that protects their child.

Aims and objectives

Bullying behaviour is always unacceptable. The school's responsibilities are to '*safeguard and promote welfare*' (*Education Act 2002*) and '*prevent all forms of bullying*' (*Education and Inspections Act 2006*). PSHCE, RSHE, Safeguarding, Behaviour, Disability, Equality and Child Protection policies are all in place to support anti-bullying.

- Bullying damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can develop/progress without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We will 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 prevention of bullying in our school.

Bullying behaviour should never be ignored and it is the responsibility for all members of the school community to report incidents of bullying, and concerns they may have that someone is being bullied.

Role of Governors

- The Governing Body supports the Head teacher in all attempts to prevent bullying in our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher 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.
- The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Head teacher and asks him to conduct an investigation into the case and to report back to a representative of the Governing Body.

The role of the Head teacher

- It is the responsibility of the Head teacher 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 know how to deal with incidents of bullying. The Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
- The Head teacher ensures that all children know that bullying is an unacceptable behaviour and that it is unacceptable behaviour in this school. The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident

occurs, the Head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was unacceptable and why a pupil is being punished.

- The Head teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The role of the Teacher

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- If teachers witness an act of bullying, they do all they can to support the child/children involved in the bullying incident. If a child/children are being bullied over a period of time, then, after consultation with the Head teacher/DSL/ Wellbeing-Mental Health Lead/KS2 Co-ordinator, the teacher informs the child's parents.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and an investigation into the underlying causes for the behaviour of the child who has carried out the bullying. We spend time talking to the child who has bullied, we explain why the action of the child was inappropriate and we endeavour to help the child change their behaviour in the future. If a child is repeatedly involved in bullying other children, we inform the Head teacher/DSL/ Wellbeing-Mental Health Lead/KS2 Co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as Social Services.
- Teachers attend training, which enables them to become better equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of the Child

- Children in school should be made aware of the school's anti-bullying policy by means of their class teacher and the School Council. They should be encouraged to talk to someone they trust and get them to help you take the right steps to stop bullying.
- The child must endeavour to inform a trusted adult if they think they are being bullied.

(Reviewed September 2021)

Appendix A

Hopton Bullying Concern

Staff Member:

Date:

Reported by (name of child/ren):

Other children involved (perpetrator):

Details of the concern:

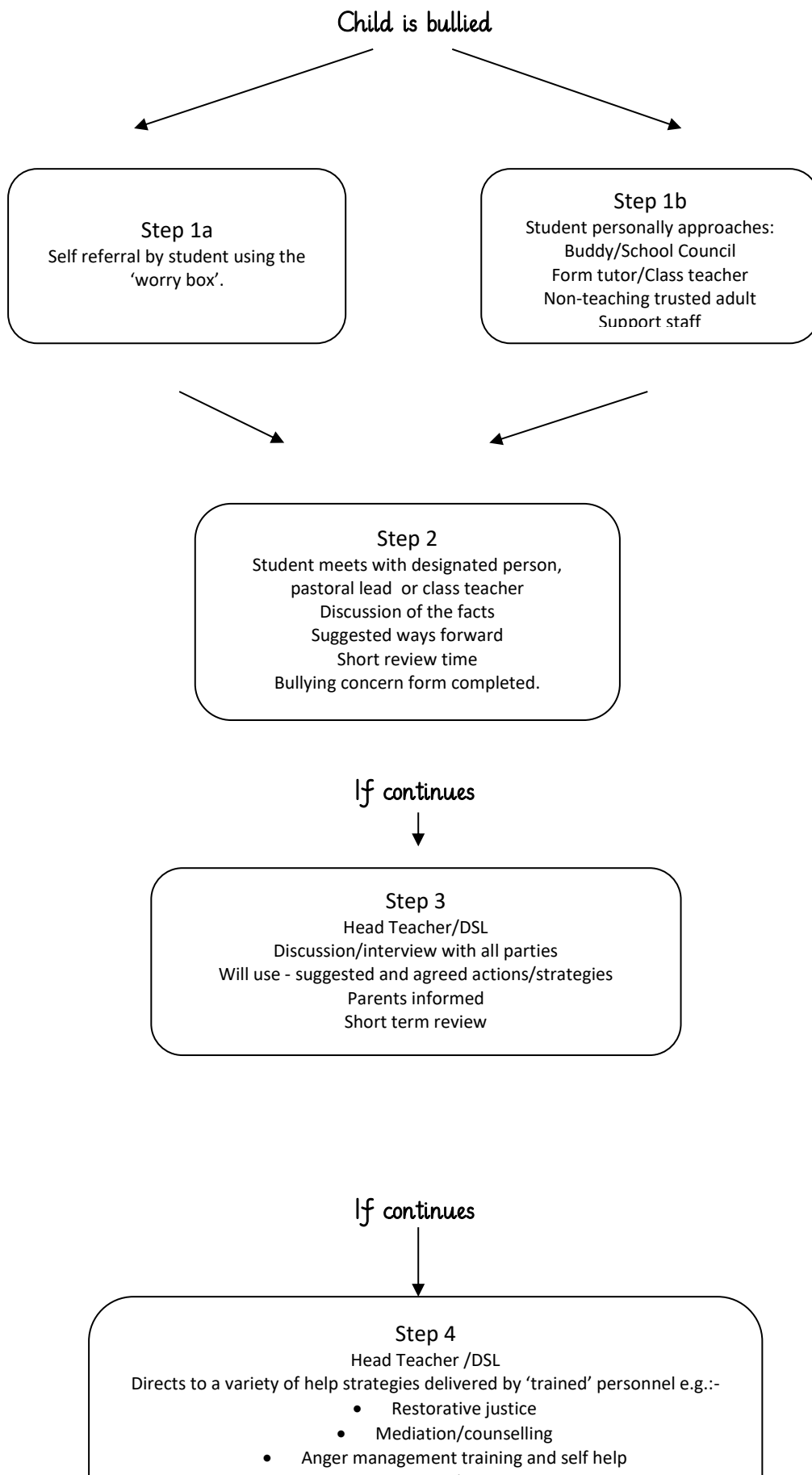
Type of bullying:

Investigation:

Action Taken:

Progress over time (what has happened after a week/fortnight/month?)

RECOMMENDED PROCEDURES IN SCHOOL FOR DEALING WITH BULLYING



If continues
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