



## ANTI-BULLYING POLICY

### **Rationale**

Hockliffe Lower School is committed to providing a caring, happy and safe environment for all its pupils so they can learn in a relaxed and secure atmosphere. If any bullying incident does occur all pupils should be able to tell a member of staff and know that it will be dealt with promptly and effectively.

### **Definition**

It is important that we are able to distinguish between childhood squabbles and bullying. The Anti -Bullying Alliance defines bullying as behaviour that is:

- repetitive, wilful and persistent
- intentionally harmful, carried out by an individual or a group
- an imbalance of power, leaving the victim feeling defenceless

Bullying can be

- **verbal**- name calling, sarcasm, spreading rumours, teasing, insulting, both orally and using the written word
- **physical** – pushing ,kicking, hitting, punching or any use of violence
- **emotional** –being unfriendly, being excluded as friends, tormenting (hiding books, hidden gestures)
- **racist**- racial taunts, graffiti ,gestures
- **sexual**- unwanted physical contact or sexually abusive comments
- **homophobic**- relating to issues of sexuality
- **disability**- focusing on issues of disability
- **electronic**- cyber bullying relating to the misuse of digital technology

### **Signs and Symptoms of Bullying**

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

When a child:

- is frightened of walking to or from school or not wanting to go to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- works with reduced enthusiasm or effort
- has possessions which are damaged or 'go missing'
- has unexplained cuts or bruises
- 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.

### **Actions to Prevent Bullying**

“Prevention is better than cure”

The staff will use these strategies to raise awareness and reduce bullying.

- Ensuring an ethos that encourages friendship and consideration for each other
- Ensuring all pupils feel able to talk to an adult about any concerns or worries
- School and class rules agreed with pupils
- Developing self-esteem and assertiveness for all pupils
- Circle time
- Nurture groups
- Counselling
- Collaborative working
- Learning partners and discussion groups
- Stories and role play

### **How we deal with bullying at Hockliffe Lower School**

All incidents of bullying reported by pupils, parents, members of staff and other pupils are taken seriously and investigated thoroughly by the class teacher and headteacher.

#### **Procedure**

- Children report any incidents or concerns to their class teacher or any member of staff
  - Parents report concerns to the class teacher
  - Parents and class teachers report concerns to the headteacher
  - Concerns and incidents will be investigated by the class teacher and the headteacher
  - Following the investigation the headteacher will decide whether to take any of these courses of action:
    - drawing up agreed actions for the person who has bullied in order to modify their behaviour
    - meeting with the person who has bullied and the child who has been bullied together so that reparation can be made
    - raising issues at staff meetings to ensure also staff are aware of the situations and can monitor relationships between the children involved
    - arranging a meeting with the parents of both parties
    - reporting to the school governors
    - consulting with police or social services
5. After the incidents have been investigated and dealt with, each case will be monitored to ensure the bullying is not repeated

## Information for Pupils

### **What do I do if I feel I am being bullied?**

- No one has the right to make you unhappy.
- If someone is making you unhappy you must talk to someone about it immediately
- They will listen and talk to you about how you feel and agree with you the best way to help you.

### **In school you can tell:**

- Headteacher
- your class teacher
- any teacher or teaching assistant

All of the pupils in Hockliffe Lower School have a duty to report bullying if they see it happening to another.

We will ensure that the children who are bullied will be supported and those who bully are helped to modify their behaviour so bullying does not reoccur

### **What will happen if you do not report that you have been bullied or seen bullying?**

- You will increase the power of the person who is bullying
  - The person who is bullying may bully more children
  - You will become more worried and unhappy.
  - You may find it difficult to concentrate on your learning and fall behind in your work.
- Remember-** you are very important and have the right to be happy and safe.

### **Be confident and talk to someone**

## **Information for Parents**

### **What do I do if you have a concern?**

- Stay calm, be assured that it will be taken seriously and will be dealt with
- Visit the school and report your concerns to the class teacher or headteacher, or telephone for an appointment
- Be as specific as possible about the concern
- Agree the process for the investigation
- Agree the timescale for feedback on the outcome of the investigation and the action taken by the school
- Any further concerns should be brought back immediately
- Do not feel you need to talk to the other parents of children involved, please let the school handle the difficulty

### **You can help your child and the school by following the advice offered here.**

- Be positively involved with the life and work of the school.
- Feel free to discuss any concerns you have with the Headteacher or any members of staff before or after school. At any other times please make an appointment.

- Always remember to distinguish childhood disagreements from bullying.
- Be aware of any signs of distress or changes of mood / behaviour
- If your child reports that they are being bullied bring it to the attention of the class teacher or Headteacher immediately. A course of action will be agreed with you along with a time schedule for reporting back as described in the procedures above

**If your child is responsible for bullying:**

- it cannot be ignored;
- support the school in the action being taken and make it clear that the behaviour is totally unacceptable
- monitor your child's behaviour
- keep in close contact with the school should there be any further occurrences.

**For all staff**

What should I do if an incident of bullying is reported to me?

- Listen to the incident and inform the child who feels they has been bullied that the class teacher/headteacher needs to be told
- Offer support by attending the meeting between the class teacher/headteacher and the child who has been bullied.
- Continue to act in a supportive role as the pupil obviously trusts you.
- All reports of unkindness should be recorded so patterns of behaviour over time can be monitored as this will evidence bullying behaviours ( see Behaviour Policy)

**For Headteacher or Class teacher**

- Listen to and empathise with the child who has been bullied
- Make sure the environment of the meeting is supportive
- Always clarify understanding on the nature of the incident
- Note witnesses
- Agree process for investigation with the child who has been bullied
- Investigate the incident/s
- Meet with the child who it has been alleged is bullying and gain information on any reason for the incidences.
- If proven, decide on the appropriate consequences for the bullying behaviour
- Establish the root cause of why they are behaving this way and discuss how behaviour must be modified to prevent reoccurrence.
- Inform the child who has been bullied of the outcome of the investigation and the consequences it incurred
- Inform both sets of parents and seek their support for the action taken

This policy will be read and reviewed yearly by all staff and the governing body

Adopted by the Governing Body ..... (Chairman) ..... (Date)

Review Nov 2022