



<b>Date Policy Agreed by Governors:</b>		<b>Date Policy to be Reviewed:</b>	
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At Hallgate Primary School, we believe that all pupils have the right to learn in a supportive, caring and safe environment, without the fear of being bullied. As a school, we make it clear that bullying is wrong and will not be tolerated.

### **What is Bullying?**

Although there is no legal definition of bullying, the Department for Education (DfE) define bullying as behaviour that is:

- repeated
- intended to hurt someone, either physically or emotionally
- often aimed at certain groups, for example, because of race, religion, gender or sexual orientation.

Bullying takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example, email, social networks, instant messenger). We have comprehensive Acceptable Use and Online Safety Policies, both of which include further information on this aspect.

Schools are required to have a policy for dealing with and stopping bullying.

### **Whole School Approach to Preventing Bullying**

We believe that there are two components to effective anti-bullying practice: preventing bullying incidents and responding to them. In order to prevent bullying, a range of strategies are used, including:

- Promoting an ethos of respect, friendship, honesty, responsibility, tolerance, individual liberty and rule of law through teaching of School Values and British Values. This is an important part of our Personal Development curriculum and our ethos at Hallgate Primary School.
- Ensuring that the whole school community understands that bullying means, including what bullying is, what a victim is and what a bystander is.
- Making clear that a zero tolerance approach to bullying is in place in school.
- Encouraging children to report incidents, without feeling they are telling tales. Worry Boxes are available in classrooms to support pupils with this.
- Incidents are taken seriously, investigated by a senior member of staff and, if necessary, acted upon, with clearly defined procedures. Details are always logged on CPoms.



- A clear behaviour policy for pupils and staff sets out clear guidelines for managing pupil behaviour, both in the playground and in the classroom.
- Whole school assemblies to raise awareness of bullying issues and provide a whole-school focus for anti-bullying activities.
- Anti-bullying week to raise the profile of issues associated with bullying.
- Elements of the Personal Development curriculum specifically aimed at developing children's own strategies to deal with bullying-type behaviour. We use Jigsaw for PSHE; please see separate policy for details.
- Providing a variety of activities / equipment for pupils to play with during break times.
- Friendship benches and buddies on the playground.

### **Procedure for Responding to Bullying Situations**

At Hallgate Primary School, we have clear expectations of good behaviour and a consistent approach to behaviour management, in line with our Behaviour Policy. However, we are aware that bullying can take place and can involve anyone. We are committed to ensuring that incidents of bullying are dealt with and not left unchallenged.

Children are encouraged to report any incidents and not suffer in silence. If children or parents report bullying, then the report will be treated very seriously.

Regarding concerns that involve the use of technology, we are required to follow up on all concerns; this includes where incidents occur outside of school.

### **The following steps will be taken when dealing with reported incidents of bullying:**

1. The member of staff that has been approached will deal with the incident immediately.
  - a. It will be recorded on CPoms, to include: Victim's name, perpetrator's name, any witnesses, type of bullying (physical, verbal, cyber, sexual), frequency of bullying, actions taken.
  - b. Incidents of bullying will immediately be referred to a senior member of staff.
2. Staff will make sure that the victim(s) is reassured and feels safe. Parents of all children involved will be made aware of the situation.
3. Staff will listen and speak to all children involved separately; details will be recorded on CPoms.
  - a. Talking through the incident with the target and bully.
  - b. Talking about which rule(s) has been broken.
  - c. Discussing strategies for making amends.
  - d. Parents of both the victim and perpetrator will be contacted the same day, and the incident explained to them. Sanctions for other pupils will



## HALLGATE PRIMARY SCHOOL **ANTI-BULLYING POLICY**

not be discussed with parents, though reference to the school's Behaviour Policy may be made.

- e. All children involved in the recorded incident will be monitored by the member of staff recording the concern and the deputy head, to ensure that the matter has been appropriately dealt with.
4. Appropriate sanctions will be applied within the framework of the Behaviour Policy. This may include:
    - a. Time away from an activity within the classroom
    - b. Missing break or another activity
    - c. Meeting with staff, parent/carer, pupil
    - d. Pastoral Support Plan
    - e. Exclusion
  5. If appropriate, efforts will be made to reconcile the pupils, helping the target and the bully to express their feelings (Restorative Practice).
  6. If necessary, support will be given to the bully to help him/her understand and change his/her behaviour.
  7. When appropriate, the teacher will initiate whole-class anti-bullying activities to raise the children's awareness and challenge bullying.
  8. All cases will be reviewed to ensure no further incidents have occurred and the Headteacher / Assistant Headteachers will monitor bullying incidents across school, as part of termly CPoms analysis.

### **Recording and Monitoring**

All incidents will be logged on CPoms immediately, as outlined previously. Once investigation has taken place, however, the category of a log may be changed to a different category, if it is found that the incident is not bullying.

Each case will be monitored by the Senior Leadership Team (SLT), to ensure a successful outcome. Incidents will also be reported to the Governing Body, as appropriate. The governors will annually evaluate the pattern and frequency of incidents and actions taken by the school to address incidents.