

# Hunton & Arrathorne Community Primary School

## Anti-Bullying Policy



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| <b>Date:</b><br>January 2023        | <b>Headteacher: Mr S Donaldson</b>     |
| <b>Review Date:</b><br>January 2024 | <b>Chair of Governors: Mr P Barber</b> |

### Aims:

Our school is built upon our motto, 'Care, Aspire, Excel'. Through creating a caring ethos which permeates school we strive to create an atmosphere with zero tolerance of bullying. However, we do realise that, occasionally bullying can happen and we therefore outlines the steps we will take when it does.

The aim of the anti-bullying policy is to ensure:

- That pupils learn in a supportive, caring and safe environment without fear of discrimination or being bullied.
- That staff are able to work in a caring and safe environment without fear of discrimination or being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in our school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

physical (hitting, kicking, theft) .

verbal (name calling, racist remarks).

indirect (spreading rumours, excluding someone from social groups)

cyber (over the internet, or involving technology)

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence of changes in



work patterns, lacking concentration or truanting/absenteeism from school. Pupils and staff are to be encouraged to report bullying in school.

All of the staff at Hunton & Arrathorne Community Primary School must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

### Prejudice Language

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers. In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person's sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

### Cyber Bullying

At our school we recognise cyber-bullying as one of the main forms of bullying. Pupils are taught about e-safety explicitly as part of our curriculum and understand what to do if they are concerned about the behaviour of someone online. Incidents of bullying, including cyber-bullying, are logged in school and dealt with in accordance with the anti-bullying policy.

### Implementation

The Anti-Bullying policy will be made known to all members of the school community.

The following steps may be taken when dealing with incidents involving pupils:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded in the behaviour log and given to the Headteacher
- the Headteacher will interview all concerned and will record the incident on the Bullying Register
- Class teachers will be kept informed and if it persists the class teacher will advise the appropriate subject teachers
- Parents will be kept informed at all stages.
- Punitive measures, in line with the Behaviour Policy, will be used as appropriate and in consultation with all parties concerned.



## Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- considering avoidance/coping strategies
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- considering avoidance strategies
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- adaptations to the Behaviour Policy in-line with the seriousness of the incident.
- exclusion from certain areas of school premises
- minor fixed term exclusion □            major fixed term exclusion □            Permanent exclusion.

Incidents involving staff will be dealt with according to the school's established disciplinary procedure

## Reconciliation

In many cases children are unaware of the extent of the hurt caused through their actions

- pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- where it is felt to be appropriate, both parties may be brought together with a mediator and asked to express their feeling (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling)
- it will be made clear that a line has been drawn under the issue and that a fresh start begins now
- It is not sufficient, simply to avoid bullying, but opportunities for both parties to support each other will be explored with the mediator (Such supportive behaviour may not be appropriate with immediate effect.)
- the mediator will ask both parties to report back on relationships at regular periods



Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, raising awareness through Anti-Bullying Week, Circle Times, assemblies and within other subjects, as appropriate, in an attempt to eradicate such behaviour.

### Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour

- Anti-Bullying week annually in November.
- PSHCE Scheme of work
- Specific internet safety lessons within and outside of the Computing curriculum
- School Council
- Sports Leaders
- Clear and consistently applied behaviour policy
- Wellbeing Warriors
- A staff member responsible for pupil wellbeing.
- Staff training

### Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

