Harden Primary School

Anti Bullying Policy 2023

Date of issue:		Next review date:		Date ratified by Governing Body:	
November 2023		November 2025		28th Nov 2023	
	Print name	Signature		Date	
Head of School	Leanne Ruddock	L Ruddock		28th Nov 2023	
Executive Head	Kirsty Hutchinson	KHu		28th Nov 2023	
On behalf of Governing Body	Jenni Mayo			28th Nov 2023	

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Anti Bullying Policy

LEGISLATION

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Act also gives Headteachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere eg. at local shops or cyber-bullying. The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to :

• Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.

• Advance equality of opportunity

• Foster good relationships between people.

The measures taken by schools with regard to behaviour and bullying prevention MUST be communicated to all staff, parents and pupils.

DEFINING BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms :

• Verbal eg name-calling, threatening harm, repeated teasing

• Physical eg hitting, kicking, scratching, hair pulling

• Ignoring or excluding

• Turning friends against the victim

• Cyber bullying via texts or the Internet

• Sending nasty notes

Bullying can be motivated by prejudice against particular groups on grounds of religion, race, gender, physical characteristics, disability or because a child is adopted or in the care system. Stopping violence is obviously the school's first priority but emotional bullying can be even more damaging and schools must act on this quickly.

AIMS OF THE POLICY

The staff at Harden Primary School are committed to providing and encouraging a caring and secure environment where all pupils can learn and develop in order to prepare them for adult life. In order to do this it is vital that pupils, parents, staff and Governors are aware of what is considered unacceptable behaviour within our school, what procedures and strategies are in place to deal with incidents of bullying and how the methods intended to keep our pupils safe are monitored.

THE DEVELOPMENT OF OUR POLICY

This policy is based on our School Behaviour Policy and the evaluation of information and evidence gained from pupils, parents and staff through questionnaires, parent meetings, discussions in class and in assemblies and from other sources of help such as the DFE publication "Prevention and Tackling Bullying". It aims to outline the school's preventative strategies and procedures in cases of bullying. The effectiveness of this Policy and how the school could improve its monitoring of pupil behaviour is assessed through regular use of

the questionnaire, discussions and talks in school assemblies, the School Council, staff being visible to parents and pupils in the playground and contact with parents and governors.

PREVENTATIVE STRATEGIES
The main ways to prevent bullying are to create an ethos of good behaviour where pupils treat each other and school staff with respect, and to teach children about the importance of understanding and tolerating differences between people. This may be done in discrete PSHE lessons and school assemblies or in class in order to respond to specific situations. We also believe it necessary to regularly teach about the dangers of cyber-bullying.
Other strategies to prevent bullying are :

- During Anti-Bullying Week in November the whole school work on a theme of 'Friendship' and being a good friend. This is delivered through assemblies, displays and classroom-based activities using age-appropriate activities.
- Years 1 to 6 have an elected School Council member who can convey pupil ideas and suggestions for creating a caring and stimulating learning environment. The School Council meet with a member of the SLT to offer up pupil suggestions.
- Visits from the police and anti bullying thratre groups to deliver the message of prevention, what bullying is and what can be done about it.
- Regular assemblies and reminders to raise the awareness of bullying.
- Display of the SMART rules for keeping safe on the internet.
- When the weather permits, playground and field games are available at lunchtime and playtime which encourage co-operative play.
- Lunchtime staff are given training on identifying bullying and how to deal with it.
- Staff encourage children to report bullying and create a positive and safe environment where pupils' concerns can be expressed and problems solved without fear of victimisation.
- Parents and children's guides to bullying have been written by the parents and the school council. These are available of the school website and at the school office.

DEALING WITH INCIDENTS OF BULLYING IN SCHOOL
Please see the flow chart in appendix 1

BULLYING OUTSIDE SCHOOL
Headteachers now have the power to try and regulate pupils' conduct when they are not on school premises. Bullying outside school will be investigated and acted upon. In these cases the parents of victim and perpetrator will be involved as may members of the local community eg Community Support Officer.

RECORDING AND REPORTING INCIDENTS
The Headteacher has a duty to record and report incidents of racism to the Local Authority. They also record incidents of poor behaviour and bullying on CPOMs. This Log can be used to detect any patterns of bullying towards or by a particular pupil. The Headteacher must decide when to report an incident of bullying to the Police or other authorities depending

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on the seriousness of the incident and other circumstances. The Headteacher will also need to decide if there is a need to involve other external services to support the child.
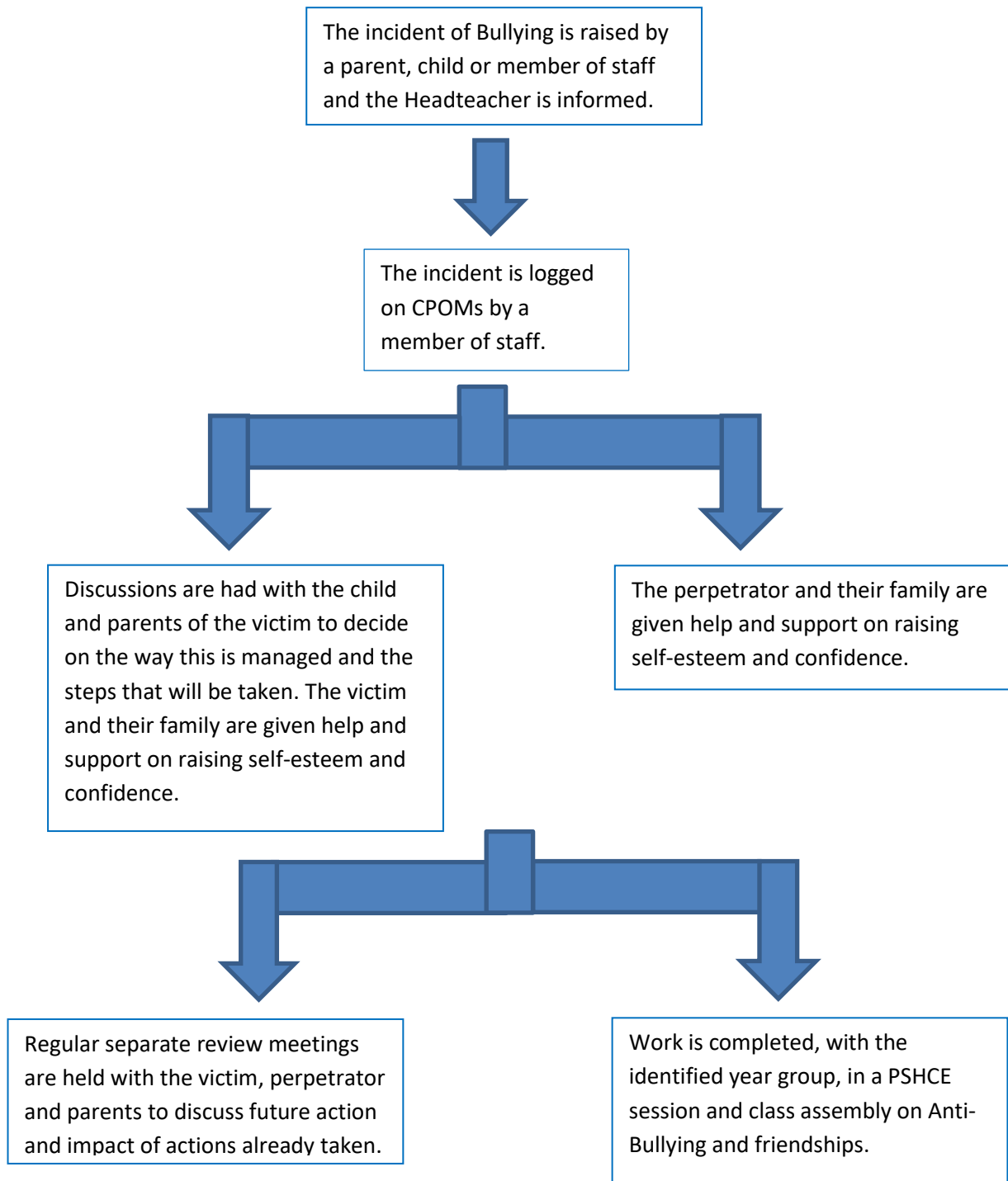
Screening and Searching

It is highly unlikely that this will be necessary in this school. However the Headteacher, or a person authorised by the Headteacher can search pupils with their verbal consent for any item that is banned under the school rules; They may search without consent for prohibited items such as; knives, weapons, illicit or stolen items. In all cases any searches will be undertaken with a witness present who is also of the same gender as the pupil. During the search the pupil may be asked to remove only outer clothing such as; hats; shoes; boots; gloves and scarves. No 'intimate' searches will take place. As a result of the search items non permitted items may be confiscated, retained or returned to the parent of the pupil. If the item is evidence in relation to an offence, staff must deliver these to the police. A search may take place without the parents' consent. However, if any harmful substances are found e.g. drugs, fireworks, tobacco based products etc, the pupil's parents will be informed. Any electronic item containing files may also be examined if there is good reason.

Summary

Everyone at Harden Primary School works together to ensure that it is a place where everyone feels safe, happy and secure. The school's ethos and high standards, in every respect, enables teachers to be freed up to provide quality teaching and learning experiences. Independence, creativity and risk taking are encouraged within safe limits. Individuals are valued and respected, and behaviour management is consistently applied.

This policy should also be read in conjunction with the school's Exclusion, SEN, Child Protection and Staff Induction policies

Flow chart for Dealing with Incidents of Bullying

The incident of Bullying is raised by a parent, child or member of staff and the Headteacher is informed.

The incident is logged on CPOMs by a member of staff.

Discussions are had with the child and parents of the victim to decide on the way this is managed and the steps that will be taken. The victim and their family are given help and support on raising self-esteem and confidence.

The perpetrator and their family are given help and support on raising self-esteem and confidence.

Regular separate review meetings are held with the victim, perpetrator and parents to discuss future action and impact of actions already taken.

Work is completed, with the identified year group, in a PSHCE session and class assembly on Anti-Bullying and friendships.

Each case of bullying will be looked at separately and actions taken will be in consultation with parents and children. These could differ in each case.

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