

# Headlands Junior, Infant and Nursery CE School

## ANTI-BULLYING POLICY

### 1. Aims

In our school bullying in any form is unacceptable. We aim to provide a safe and caring environment in which all children are valued and show respect for each other. We also aim to support the victims of bullying behaviour and help those who bully to acknowledge and deal with their problems.

### 2. Objectives

- To promote an atmosphere of openness, trust and support in which all children feel they can report any bullying-type behaviour to an adult.
- To allow opportunity for those involved in bullying-type incidents to discuss the problem with a relevant adult before responsibility is attributed to either party.
- That a child who is the victim of bullying-type behaviour can receive support within school.
- To help bullies to empathise with the victim and consequently understand what they are doing and why.
- To make the bully aware of the consequences of their actions.
- To give those involved in bullying-type incidents strategies to help them overcome the problems of bullying, raise their self-esteem and help with confidence.
- Allowances will not be made on the basis of gender, colour, age or disability.
- Situations must be dealt with on a factual basis, sensitively and fairly by all adults concerned.

### 3. What is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at Headlands School is considered to be, “ unacceptable behaviour which occurs ‘lots of times, on purpose’.”

Bullying can be short term or continuous over long periods of time. Bullying can be:

- Emotional
- Physical
- Racial
- Sexual
- Homophobic
- Direct or Indirect Verbal
- Cyber bullying

### 4. Prevention of Bullying

At Headlands School we use a variety of methods to prevent bullying through class assemblies, PSCHE lessons, the school vision and assembly themes, E-safety workshops and anti –bullying themed days. Adults and children should note the following:

- Criticism should be aimed at the child’s behaviour, not at the person.

- Adequate boundaries of behaviour should be maintained so that children may know where they stand. Behaviour outside these boundaries should be dealt with in a consistent way.
- Everyone should be aware of how language can be bullying in nature.
- Children should be encouraged to inform an appropriate adult of any bullying behaviour and not keep things secret because of threats of intimidation.
- If a child reports an incident that appears to be bullying, it must be dealt with effectively.
- Anti-bullying procedures should be promoted within classrooms

## 5. Teaching Opportunities across the PSCHE Curriculum

- **Rights and Responsibilities of the Individual** - Children need to be taught that they have rights, but that there are responsibilities attached to these rights. Every child has the right to personal security and the responsibility to ensure that the security of others is not threatened.
- **Celebration of Differences** - Children should be taught to value and appreciate differences of gender, race, age, ability, belief and physical appearance.
- **Friend or Enemy** - Children sometimes need reminding that, if someone is not their friend, then this does not automatically mean they are an enemy.
- **Provocation** - Children should be made aware that their actions might lead others to be provoked into bullying behaviour.
- **Living by the Rules** - Children should be taught what the school rules are and to understand the importance of their application. Teachers need to establish class rules and apply these consistently.
- **Assemblies** - Assemblies have a part to play in delivering the PSCHE curriculum to the whole school.
- **Social Responsibility** - Each child is responsible for their own behaviour and needs to be taught self-discipline and self-control.
- **Assertiveness** - Children should be taught to respond to provocation in an assertive rather than aggressive manner – e.g. “I don’t like that”.

## 6. Guidelines for adults dealing with Bullying

- Assess whether incidents are minor or not.
- Bullying incidents reported to be logged by class teacher
- Racial incidents to be referred to headteacher and reported.
- Persistent bullies to be referred to SMT.
- Incident to be reviewed with victim and bully to ensure problem has been resolved.
- Give sanction or punishment (see Behaviour Policy)
- Victim and Bully receive counselling/discussion time
- Outside agencies involved if necessary – Primary Pupil Referral Service, Police, Attendance and Pupil Support Worker.
- Victim and Bully have the opportunity to meet under the supervision of an adult.

## 7. Outcomes

- All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
- Parents of the victim may also be questioned about the incident or about their general concerns.

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. Eg a parent being informed about their child's behaviour.
- In some cases, outside agencies may be requested to support the school or family in dealing with bullying
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place.

## **8. Advice to Parents**

As the parent of a child whom you suspect is being bullied:

- Report bullying incidents to the class teacher.
- In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.