



HIGHTERS HEATH COMMUNITY SCHOOL ANTI BULLYING POLICY

Links to Rights Respecting:

A12: Every child has the right to express their views and for them to be listened to and taken seriously.

A29: Education should encourage understanding, peace, tolerance, equity of sexes and friendships among all peoples, ethnic, national and religious groups.

Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of 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 at Highters Heath Community School.

Definition

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

The three main types of bullying are:

- **physical (hitting, kicking, theft)**
- **verbal (name calling, racist remarks, homophobic remarks, reference to difference, threatening behaviour/threatening comments)**
- **online bullying (sending hurtful emails/ texts/ messages)**
- **indirect (spreading rumours, excluding someone from social groups)**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in our school.

As a school we need to:

- Raise awareness of all staff and children about bullying and make sure that all share an understanding of what bullying is i.e. when a child is intentionally hurt or made to feel afraid or unhappy by another
- Achieve this aim through inclusion in PSHE, circle time, Rights Respecting, Emotional Literacy, Citizenship, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour

- Promote a No Outsiders ethos across the school to model ways in which all members of our community are welcome in school
- Use the Rights Respecting Approach to promote equality and inclusion i.e. The right to belong
- Participate in activities to promote anti bullying week every year
- Promote the Equality Act 2010 as a model of accepting and celebrating difference across the school and wider community. Ensure racist, homophobic, transphobic incidents are recorded and dealt with consistently alongside all incidents relating to the protected characteristics in the Equality Act 2010.
- Develop an understanding of British Values that celebrate diversity and difference in the UK
- Make it clear that bullying has no place at Turves Green Primary School and will not be tolerated. If it occurs, action will be taken
- Identify potential problem areas in the school and the times of day when problems may occur; ensure that these areas are well supervised at these times
- Communicate our policy on bullying to parents and governors
- Promote Pupil Voice and create opportunities for individuals to talk with teachers/learning mentors about anything that is worrying them.

Response by Staff to bullying:

- We must give time to listen to the victim and be seen to take the incident seriously. It may have needed considerable courage to 'tell'.
- Class teachers should be prepared to accept that a child might prefer for whatever reason, to approach another teacher.
- We should find out where and when bullying is happening, who is involved and, if appropriate, the child's view of why it is happening.
- Find ways to raise the esteem of the victim in class.
- Only if appropriate, and then with sensitivity, discuss the problem with the class or group (in the victim's absence if they prefer).
- Explain to the children involved that parents need to be consulted about serious incidents
- Make sure that issues are dealt with promptly and appropriately (see below).
- Log all bullying incidents.

Dealing with the Bully:

- In the first instance the school will ascertain as to whether the behaviours meet the bullying definition as outlined above
- As soon as facts of incidents are reported, investigated, confirmed as bullying and recorded, the bully's parents will be asked to come to school.
- Reasons for bullying behaviour should be discussed with the child, parents, class teacher, Headteacher, Deputy Headteacher or Assistant Headteacher as appropriate - to establish the root causes.
- Make it clear that further bullying behaviour will not be tolerated.
- Ask parents to acknowledge responsibility for their child's behaviour.
- The children involved should be referred to the Pastoral team so that an appropriate response can be implemented.

