

HAUTES CAPELLES PRIMARY

ANTI- BULLYING POLICY

AIM OF THE POLICY

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 school.

WHAT IS BULLYING?

Bullying is defined as “deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves”. One off incidents of conflict will be dealt with in the appropriate manner.

The four main areas of bullying are:-

- Physical (hitting, kicking, spitting, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (using internet to make direct/indirect remarks or publish material or telephone conversations, texts or e-mail)

BEING BULLIED

The signs of a pupil being bullied can be shown in a wide variety of ways. They may be through changes of 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 schools.

Teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

IMPLEMENTATION

School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. If they are unable to do so the incidents should be referred to phase leader, SENCO, Deputy Head or Head.
- A clear account of the incidents should be kept.
- All people involved will be interviewed separately and comments recorded.
- Class teachers will be informed
- Parents will be informed
- Positive measures will be used as appropriately and in consultation with all parties concerned

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
- Informing parents/guardians to help change the attitude of the pupil
- Engaging with outside support agencies

Disciplinary actions:

The following disciplinary steps can be taken but not in any specific order

- Official warning to cease offending
- Withdrawal of privilege such as loss of playtimes
- Exclusion from certain areas or to certain area of school
- Category 1 exclusion
- In the event of material being published on the internet about staff or pupils, an exclusion may be applied immediately

Parents of pupils who have been perceived to have been bullied should not approach the alleged bullies in school or at home, but work with the school to resolve the perceived problem.

The Curriculum:

Within the curriculum the school will raise awareness of the nature of bullying:

- through whole school, phase or year group assemblies
- inclusion in the PSHCE curriculum through events such as Circle Time etc
- year group meeting time
- other subject areas as appropriate
- praising positive behaviours
- displaying positive images and information in public places in the school

This policy will be reviewed regularly to assess its implementation and effectiveness or more frequently should the need arise.

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