

# Federation Of Hanbury's Farm And Oakhill Community Primary Schools



## Anti-bullying Policy 2018

This policy is approved for use at Hanburys Farm / Oakhill (delete as appropriate) Community Primary School

**Signed** \_\_\_\_\_

**(Headteacher)**

Date \_\_\_\_\_

**Signed** \_\_\_\_\_

**(Teaching Lead - if applicable)**

Date \_\_\_\_\_

**Signed** \_\_\_\_\_

**(Governor)**

Date \_\_\_\_\_

*This policy will be reviewed annually.*

*Next Review: November 2019*

## Introduction

At both Hanbury's Farm Primary School and Oakhill Primary School, we believe that everyone has the right to learn and teach without discrimination or threat of in order to fulfil their potential. Our whole school ethos is about 'Growing and Succeeding together' where we promote and foster an anti-bullying culture. This policy has been developed and written with reference to The Children's Act 1989, The Education and Inspection Act 2007 and the Equality Act 2010.

As a school community, it is very important that we all have the same understanding to what bullying is. Therefore the definitions stated below are the one we follow in our school.

### ***Definition of Bullying:***

*Bullying means a person, or group of people doing nasty or unkind things to someone on purpose. It happens more than just once. The victim finds it is difficult to stop.*

*Being bullied can take many forms, but some main types are:*

- ***Physical*** - *Punched, pushed or hurt; Made to give up money or belongings; taking belongings; Damage to property, clothes or belongings; Forced to do something they didn't want to do*
- ***Verbal*** - *Teased in a nasty way; Insulted about their race, culture or religion; bullying related to SEN or disabilities, appearance or health condition.*
- ***Indirect*** - *Nasty stories told about them; Left out or excluded by other children*
- ***Cyberbullying*** - *By means of electronic devices such as mobile phones (text messages, calls) and computers (emails, website, chatroom).*

## The role of Governors

The Governing body supports the Head teacher in the implementation of anti bullying strategies. This policy statement makes it very clear that the governing body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Governors require the head teacher to keep accurate records of any parent concerns, related to bullying. The head teacher retains responsibility for reviewing the effectiveness of anti-bullying strategies and together with the Governors, reviews this policy every two years.

When a parent is unhappy with the action taken by the head teacher in response to a bullying incident, they have the right to make a formal complaint to the governing body. Further information of this can be found in the school's Compliments, Comments and Complaints Policy, which is available on the school website.

### **The role of the Head teacher**

It is the responsibility of the head teacher to implement and monitor the effectiveness of this policy on a day to day basis, regularly reviewing and developing the policy or whole school procedures, as and when required. Following these reviews, training or development work may take place and the school community will be informed of any updates to the policy or school procedures via letters, updates on weekly newsletters or on the school website.

The head teacher also has the responsibility to report to the governors, any bullying incidents that occur in school termly. Any incidents of bullying will also be logged and recorded in school. A County Council annual survey of any incidents is also completed.

### **The role of All Staff members**

The staff have a collective responsibility for discouraging and responding to an incidence of bullying. If members of staff witness an act of bullying, they support the children involved, following discipline and behaviour procedures as outlined in our school behaviour and discipline policy and involving a Senior Member of staff to provide support to appropriate sanctions. This includes making a written record of the circumstances associated with any incidence. These are subsequently shared with the parent of both the perpetrator and the victim of any bullying.

Teachers support all children in their class to establish a climate of trust and respect for all, through praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

### **The role of Parents**

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community. Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

### **Procedures for reporting Bullying**

1. A parent, member of staff or pupil shares a bullying concern. This initial concern will be recorded on a concern form.
2. Further information may be gathered and recorded.
3. Following investigation, behaviour and discipline procedures will be followed and sanctions given fairly and consistently.
4. Where required, support will be provided to the victim over a short term or long term period.
5. Children involved in any bullying incidents will be supported to discuss and alter behaviour patterns.

If further advice or support is required for any child involved in a bullying incident, external agencies such as the school nurse or local support teams may be contacted.

### **Curriculum**

As part of our school curriculum, we follow our JIGSAW PSHE Curriculum, where positive values, self-esteem, tolerance, kindness and mutual respect are taught and encouraged. There are a number of initiatives in school we use such as worry wallets at different locations around the school, where children can share any worries with different members of staff to school buddy systems at lunchtimes, where children support each other to play and make friends.

### **Monitoring and review**

The effectiveness of our anti-bullying strategies is monitored by the head teacher on an ongoing basis and in conjunction with the school council, who take part in reviewing and rewriting the school's anti-bullying policy.

During the review process, all members of the school community will be consulted to find out their views and feelings with regard to bullying. As part of the school's anti-bullying pledge, surveys are sent out to all parties to enable their involvement and development of this policy.

