

Bullying Prevention Policy

Honeybourne Primary Academy



Approved by: Dominic Davis

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Honeybourne Primary Academy

Bullying Prevention Policy 2022-2023

Our aim at Honeybourne Primary Academy is to ensure the safety and happiness of the children so they can achieve.

All members of the school have a right to be in an educational environment, which is safe, positive, secure and supportive, we know that bullying can interfere with this. We promote a positive and caring ethos and celebrate success in its various forms for all members of our school.

Through circle times and class discussions, assemblies, work of the Children's Safeguarding Board and through our PSHE scheme of work we will highlight and tackle the issue of bullying and ensure that everyone knows it is not acceptable.

AIMS AND OBJECTIVES

The aim of this policy is to work together to ensure that school is a safe place for children and adults providing a learning environment free from any threat or fear, thus being conducive to the attainment of individual aspirations. In order to achieve this, we will continue to develop the school's positive and caring ethos and develop the children's knowledge of their rights. We will continue to develop links in the local and wider community. We will ensure the children have knowledge of justice, and nurture in them, their own sense of justice and tolerance.

The objectives are:

- All members of the school community have an understanding of what bullying is.
- All teaching and non-teaching staff will know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents will know what the school policy is on bullying, and what they should do if bullying arises.
- To reduce and eradicate, wherever possible, instances in which pupils and adults are subjected to bullying, homophobia or racism in any form.
- To establish appropriate means of providing support should such an incident occur.
- To actively promote the ethos of the school.
- To show that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

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. It is, in other words, 'lots of times, on purpose'.

Bullying is not when one incident has occurred, or when children fall out with their friends.

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

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Indirect - spreading rumours, excluding someone from social groups
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of interest, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology ie camera and video facilities.
- Financial - demanding money or making another child pay

Bullying may be related to: race, religion, culture, SEND or disability, appearance or health condition, home circumstance, sexual orientation or sexism.

WHERE CAN BULLYING TAKE PLACE?

The classroom, playground, toilets, on the journey to and from school, on residential trips or cyberspace.

WHEN CAN BULLYING TAKE PLACE?

It can take place during the school day, in the classroom, in the corridor or toilets, on the playground, out of school whilst on residential visits, day visits/trips, in group activities and between families in the local community.

CHILDREN WHO BULLY AND VICTIMS

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, becoming aggressive or angry, feigning illness, taking unusual absences, suffering with nightmares, clinging to adults, self-harming or changes to mental health. They may also have possessions go missing, be asking for money, begin stealing, stop eating, will not use a mobile phone, tablet or computer or is jumpy when a message is received.

The above signs could indicate other problems, but bullying should be considered as a possibility.

Pupils will be educated on the need to report bullying. Teaching and support staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Bullying can take place where there is an imbalance of power of the child who is bullying over victim. This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers of the group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts, etc.

Prevention

The following strategies will be used to prevent bullying incidents:

- PSHE lessons, class assemblies and circle time discussions to develop co-operation, resilience, and build self-esteem.
- Events arranged by the Children's Safeguarding Board.
- School Council encourage shared understanding and responsibility.
- Implementation of the Promoting Positive Behaviour and Relationships Policy.
- Restorative conversations.
- High profile learning during Bullying Prevention Week.
- Encourage children to have respect for each other and for other's property through school and class rules/charters.
- Positive, kind and polite behaviour is regularly acknowledged and rewarded.
- Regular open discussions about bullying to inform children that we are serious about dealing with bullying.
- Staff reinforce expectations for behaviour.
- Education on keeping safe online for children and parents.

If a child feels that they are being bullied, then there are several procedures that they are encouraged to follow: (non-hierarchical)

- Tell a friend.
- Tell a member of the Children's Safeguarding Board.
- Tell a teacher or adult in school whom you feel you can trust.
- Tell a parent, carer or adult at home whom you feel you can trust.

DEALING WITH A BULLYING ISSUE

The following steps may be taken when dealing with bullying incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to a member of SLT.
- An initial reporting record of the incident will be added on My Concern.
- A member of SLT will interview all concerned and will add additional details to the record of the incident and provide an appropriate sanction should this be required. Parents of the child who has been bullying will be notified of the incident.
- The victim will be offered support by the class teacher or a member of the pastoral team, as appropriate.
- If the bullying persists, a member of SLT may conduct a circle time with the relevant class to clarify the school's policy on bullying and the procedures children should follow to prevent bullying from occurring.
- The parents of the child who is bullying may be asked to attend a pastoral meeting to implement a plan for improving the child's behaviour. This meeting will also include the views of the child who has been bullying.
- The parents of the victim will be kept informed of actions taken.
- When an accusation of bullying is made but there is not enough evidence to substantiate it, parents of the potential bully may still be informed.

All allegations of homophobia or racism will be taken seriously and will be logged on MyConcern. In accordance with DfE's guidelines, all racist incidents will be recorded and parents and governors will be made aware of the incident and the action taken to deal with it.

SANCTIONS

The following sanctions can be used:

- Sanctions in line with the school's Promoting Positive Behaviour and Relationships Policy where breaches have been identified.
- A letter to parents with an official warning to cease bullying.
- Exclusion from certain areas of school premises e.g. playground.
- Suspension.
- Permanent exclusion.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the headteacher or a senior member of staff they feel comfortable with
- Reassuring the pupil that they have done the right thing by informing staff of what is happening, and that school will now be able to put a stop to the bullying
- Offering continuous support, and further opportunities to talk with staff or, if appropriate, external agencies.
- Restoring of self-esteem and confidence through support provided by the pastoral team.

Pupils who have bullied will be helped by:

- Discussing what happened using a restorative conversation
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the pupil.
- Providing access to support from the pastoral team and/or external agencies if appropriate.

ADVICE TO PARENTS

- If you think your child is being bullied, speak to your child's class teacher and/or a senior member of staff.
- 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 or by discussing the issue with other parents as this may prejudice any future investigation that needs to be carried out by senior leaders.
- Do not encourage your child to 'bully back'.

MONITORING, EVALUTION AND REVIEW

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.