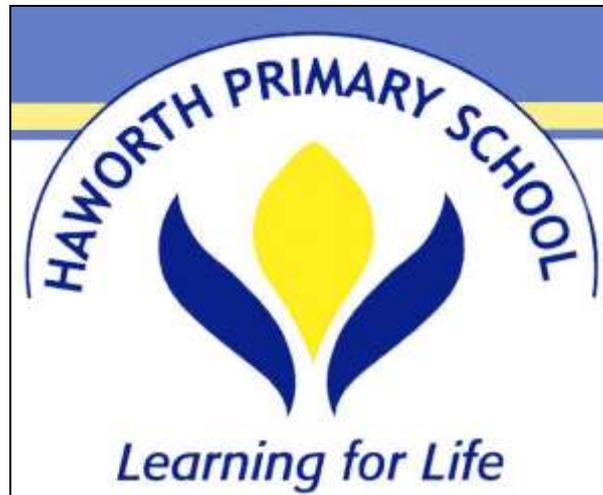


Haworth Primary School



Anti - Bullying Policy

Updated: October 2016

Review Date: October 2017



Anti Bullying Policy

Safeguarding Statement of Intent:

At Haworth Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Haworth Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying. We believe that if this commitment is to be put into practice then the safeguarding policies and procedures the school has drawn up must be adhered to, communicated and fully understood and applied by everybody associated with the school.

Rationale

Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for this approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents.

The Anti-bullying Policy takes its place within the general aims of the school. It has close links to SEAL's work across school along with, Child Protection, Behaviour, Equality and PSHE policies.

Definition

Bullying can be described as being a 'deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully'. Behaviours include: ostracising, name-calling, teasing, threats, including by text and e-mail – cyberbullying, extortion, sexual comments, unwanted physical contact, emotional torment through ridicule, homophobic comments, physical assault on persons and/or their property. It can be an unresolved single frightening incident, which casts a shadow over a child's life, or a series of such incidents. It may be one person or a group

Aims and Objectives

At Haworth Primary School we aim for staff, parents and children to work together to create a happy, caring, learning environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and make clear each person's responsibilities. We involve stakeholders in the development of the policy for the school

In school we adopt a zero tolerance approach to bullying. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place. Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the antibullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of all Staff

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Teachers keep their own records of all incidents that happen in their class and that they are aware of in the school.

All adults deal with situations quickly and by using Restorative Justice methods (ensuring both sides of the story are listened to, considering all viewpoints fairly and consistently) to prevent situations escalating. If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head Teacher, the teacher informs the child's parents.

If, as staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve:

- counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying.
- We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.
- If a child is repeatedly involved in bullying other children, we inform the Head Teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Teachers across school take part in the national Anti-Bullying week and talk sessions are integrated into the curriculum to give children opportunities to discuss topics such as bullying together. Assemblies promote and reward positive behaviours and the Investors in Pupils programme ensures core values are always central and consistent across school.

The Role of Parents

Parents who are concerned that their child might be being bullied, have witnessed bullying or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately and we will deal with it following the school procedures.

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.

Strategy for dealing with bullying

The following is a list of actions available to all staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach.

- Discussions at length with the victim, which are to be recorded. This will require patience and understanding.
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Head teacher and Key Stage Co-ordinator.
- Discussions with the bully/bullies. Clearly outline the details and ask them to tell the truth about the situation/incident. Record all discussions. Make it clear that bullying is not acceptable at Haworth Primary School. Discussions to be recorded on STAR sheet (see appendix) and kept in social record files.
- Homophobic or racial bullying must be reported to the Inclusion Manager, who will report these to the local authority and Trust.

Follow the procedure below:

- Contact the parents involved and make them aware of the situation. Have separate discussions with parents of the bully and the victim. Record all discussions and include details of follow up action and support.
- Sanctions for the bully may include:-
Withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusions from school, depending on the perceived seriousness of the incident(s)
- Continue monitoring the situation by observing at playtimes/lunchtimes and having regular discussions with the victim to ensure no repetition. Use of a behaviour chart may be appropriate for monitoring. Reward positive changes in behaviour e.g. with 'Transformer' awards.
- As the behaviour of the bully improves, then favoured activities can be reinstated and the child should be praised for good behaviour. This will help rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

If the bully/bullies do not own up, investigate further. If it is clear that they are not telling the truth, present the bully/bullies with all facts, witness accounts etc in the hope that they will eventually own up. Continue investigations until resolved.

In order to identify incidents of bullying and the identities of bullies, carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe and act
- Contact parents and keep a record of contact
- The Childline telephone number to be displayed clearly in school.
- PSHCE lessons and assemblies to focus on relationships, assertiveness and self-esteem.

Monitoring and Review

This policy is monitored on a day-to-day basis by the SLT and the Head Teacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually.

This policy will be reviewed in accordance with the school's review cycle, or earlier if necessary.

Haworth Primary School S.T.A.R. Recording Sheet



Name of Child / Children		Date:	Time:
Setting (Where the incident happened)	Trigger (What appeared to start the behaviour)	Action (What did the child do?)	Results (What was the outcome for the child)

Signed: Position

Haworth Primary School S.T.A.R. Recording Sheet



Setting (Where the incident happened)	Trigger (What appeared to start the behaviour)	Action (What did the child do?)	Results (What was the outcome for the child)