



All belong, all achieve.

Anti-Bullying Policy

All staff, parents and pupils should be involved in the prevention of bullying. Children will be taught to build co-operative relationships with others. They will be encouraged to refrain from colluding with bullying and to uphold the values of the school.

We will not tolerate bullying in whatever form it takes.

The aim of this policy is to

1. Prevent bullying from happening either in or out of school
2. Address instances of bullying promptly in a fair and consistent manner, using current discipline structure in the school.
3. Ensure that school practice helps:
 - Raise awareness of the effects of bullying on people's lives.
 - Fosters childrens' sense of personal worth
 - Foster tolerance, harmony and a sense of right and wrong

Bullying is defined as persistent, deliberate, unprovoked psychological or physical harm directed by an individual or group against another individual or group.

In a school context this means:

- Deliberately hurtful behaviour directed towards another child (including aggression)
- Behaviour that may be persistent over a period of time
- Behaviour that is difficult for victims to defend themselves against

We know that bullying can take many forms, but our 4 main concerns are:

- **Physical bullying** – hitting, kicking, taking belongings
- **Verbal bullying** – name calling, insulting, making offensive remarks. This includes racist, sexist or homophobic comments
- **Indirect bullying** - spreading nasty stories, excluding children from friendship groups, ignoring a child, written harassment.
- **Cyber-bullying** – The use of email, social networking sites and text messaging to harass

Responsibilities of the school

The Prevention of Bullying

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

- It is the responsibility of the Headteacher to ensure that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying
- It is the responsibility of **all staff** to ensure that all children know that bullying is wrong, and that it is unacceptable. Staff will draw the attention of children to this fact at suitable moments. For example, if an incident occurs, a senior member of staff may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and the sanctions that have been applied as a consequence.
- Staff act as role models and set the school climate of mutual support and praise for success, so making bullying less likely. When children are valued and are in a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- Bullying should be discussed openly, e.g. in assemblies and in circle time. Pupils should be encouraged to give opinions, voice fears discussing situations. *(This will be dealt with at the discretion of the class teacher or Headteacher)*
- If a child brings a mobile phone to school it should be handed into the office where it will securely stored. If a child is seen with a mobile phone during the school day it will be confiscated and returned to them at the end of the day.
- The School will regularly look for ways to prevent bullying to create a safe, friendly and secure school day. This will include: -
 - A yearly focus on Anti bullying during Anti Bullying Week
 - Annual consultation with the School Council on measures they think will help foster a safe and friendly environment
- Teachers and all staff will let the children know who they can talk to if they have concerns about bullying or being bullied, and will make sure children know the variety of ways in which they can raise an issue.

When bullying occurs

- All relevant staff, including the Senior Leadership Team will be made aware of any incident and of the children involved
- All relevant information will be recorded on Sleuth, the schools online behavior system.
- The children involved (victim and perpetrator/s) will be spoken to by the class teacher and where appropriate sanctions applied. Every attempt will be made to resolve differences and facilitate reconciliation
- Support and guidance will be offered by the class teacher and Senior staff to both victim(s) and perpetrator(s)

- Parents (of both parties) will be informed and asked to come into school to discuss the matter.
- Where bullying outside school is reported to school staff, it will be investigated and parents will be informed. However, the school can only impose a sanction for behavior that occurs on the school premises or when the pupil is under lawful control of school staff, for instance on a school trip.
- In accordance with The Educational Act 2011, if a member of staff suspects that cyber bullying has taken place a member of staff can examine data or files without parental consent.
- It may be necessary to exclude a child. This is at the discretion of the Headteacher or Deputy Headteacher
- Governors will be informed, but children's names will not be mentioned
- Referrals will be made to the LA Early Help Service if appropriate

Responsibilities of Parents

- Parents have a responsibility to support the school's anti-bullying policy
- 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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed on the school website.

Responsibilities of governors

- The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher 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.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can follow the complaints procedure.

Equalities Impact Assessment

- Heber is an inclusive school whose objective is supports every child to achieve his or her best. This policy is compliant with the current school policies for Race, Gender and Disability. No further equalities assessment is required at this time.
- Any instances of bullying that raise issues to do with disability, gender or race will be managed with cross-reference to the respective policy/policies.

Monitoring and review

- Issues arising in relation to this policy are addressed by the Headteacher, who brings such issues to the governors' attention where appropriate.
- This policy will be monitored, evaluated and reviewed by senior staff as appropriate. It will be reviewed by the Governing Body every other year.

Approval and Review Record

Policy Approved by Governors on (date) 17/10/2022

Signed by Chair of Governing Body/Committee:..... J. Watson

(date).....17/10/2022.....

Due for Annual Review by Governors (date)Autumn 2025.....