



Policy Statement

Havelock Infant & Junior Schools

Anti Bullying Policy May 2019

Date Ratified by Governing Body:.....

Signed:.....(Chair)

Review Due Date:

The Havelock Schools Anti-Bullying Policy

Havelock Schools: unlocking the door to lifelong learning – a place where everyone is inspired to reach their full potential.

Introduction

Everyone has the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress and affect well-being, behaviour and development.

At The Havelock Schools, we are committed to providing a caring, friendly and safe environment for all so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our schools and **will not be tolerated**. Everyone should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are TELLING schools. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What is Bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying unlike other aggressive behaviour usually has three common features:

- It is repeated by the same person or persons
- It is deliberate, hurtful behaviour
- It has an imbalance of power meaning one person can feel defenceless

Bullying usually takes one of four forms:

- Indirect/Emotional: Being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical: Pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal: Name-calling, teasing, threats, sarcasm
- Cyber: All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera and video facilities

Bullying is usually directed at someone perceived to be 'different'. This may be because of:

- Racial origin
- Ethnic group
- Gender based or homophobic abuse
- Physical difference
- Disability

Bullying also links to peer on peer abuse – please refer to the schools safeguarding policy for more details.

Signs and Symptoms

Displaying any of the following behaviours may indicate that a child is being bullied:

- being frightened of walking to or from school
- changing (child's) usual routine
- begging to be driven to school
- not wanting to come to school
- becoming anxious and withdrawn
- sudden bed wetting
- attempted or threatened suicide
- crying at night/nightmares
- feeling ill in the morning
- truanting
- beginning to do less well at school
- coming home with property such as clothes / books damaged or missing
- having possessions go missing
- asking for or stealing money
- continually losing pocket money
- unexplained cuts and bruises
- coming home hungry (lunch going missing)
- becoming withdrawn / lacking in confidence
- becoming aggressive and unreasonable
- bullying other children or siblings
- giving improbable excuses to any of the above

Prevention and Early Intervention

The Havelock Schools are caring schools with a joint positive ethos. Everyone in our school community is encouraged to look after themselves and each other. To prevent incidents of bullying we:

- positively teach RE, Relationships curriculum through the jigsaw programme, values, online safety and Protective behaviours to all classes including promotion of self-worth, friendship and feelings, dealing with bullying and reporting bullies;
- devise sets of classroom rules to promote positive social behaviour;
- supervise pupils at all times;
- have named persons responsible for Child Protection and Safeguarding;
- remind regularly that all forms of bullying are unacceptable and will not be tolerated;
- provide opportunities for open discussion without fear of ridicule or retribution;
- reassure everyone that all in school will listen to them and take their concerns seriously;
- keep all staff well informed of behavioural policies, particularly new members of staff and temporary/supply teachers.

Procedures and Outcomes when bullying occurs

It is the responsibility of all staff and all children to report bullying. We deal with incidents by:

- reporting all incidents of bullying to a member of the senior leadership team
- keeping an incident log in which all unacceptable behaviours are recorded and then followed up
- talking to the victim with understanding and belief to ascertain details of incidents
- talking to the bully or bullies and obtaining witnesses wherever possible

- confronting bullies with the details, asking for the truth
- making it clear that bullying will not be tolerated at The Havelock Schools
- talking to the victim and bully together to check through the facts and talk about changes that need to take place and how this can happen
- informing parents of what has happened through a meeting with the Executive Head Teacher and/or a member of the Senior Leadership team
- implementing a monitoring/follow up system to ensure that the situation is resolved
- covering bullying in class through Jigsaw and our online safety sessions
- adhering to sanctions outlined in the behaviour policy
- working with parents to tackle the root of the issue
- offering support and buddies to the victim
- the bully/bullies being asked to genuinely apologise
- isolation of the bully in school if necessary and fixed or part time exclusions considered

Bullying in staff

If a member of staff feels they are being bullied they should:

- Refer to the Whistle Blowing Policy and raise the issue with the Head Teacher. If the issue involves the Head Teacher, then the staff member should speak to the chair of Governors
- speak to their union representative if they wish
- attend a conflict resolution meeting to address the issues following the advice of Human Resources

Monitoring

Bullying is the responsibility of all in school and should be tackled whenever it occurs. The Executive Head Teacher or Senior Leaders has responsibility for monitoring, analysing records and acting upon issues of bullying on a day to day basis. Staff will be kept informed of issues and patterns of incidence and their relevance. Where this is not appropriate, in the first instance it is the responsibility of the Chair of Governors.

Responsibilities

Governors are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy, ensuring that staff are accountable to them for reporting and dealing with bullying issues. Governors will respond within ten days to any request for an investigation into an incident of bullying, from parents, pupils or staff. In all cases, the governing body will notify the Head Teacher and ask her to conduct an investigation into the case and report back to a representative of the governing body.

*The **Executive Head teacher*** is responsible for ensuring the implementation of this policy and for ensuring that procedures outlined are followed. **All adults within the school community** will ensure that all children know that bullying is wrong, and that it is unacceptable at Havelock Schools. **The Executive Head Teacher** will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying. She will set the school climate of mutual support and praise for success, so making bullying less likely.

Staff are responsible for the wellbeing of pupils in their care and for following up incidents of bullying as outlined in this policy. Staff will support all children in their care, establishing 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.

Children and parents are responsible for reporting incidents of bullying to staff immediately. Ours is a 'telling' school. Children need not feel in fear of recrimination should they tell. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child(ren) to be positive members of the Havelock Schools. We ask that parents help their children to understand the difference between a disagreements and bullying.

This policy will be reviewed yearly and updated as necessary. The views of children, staff and parents will be sought by a mixture of discussion and questionnaires.

Links with other policies:

Complaints, Online safety, Social Media, Physical Intervention, Behaviour, Child Protection, Whistleblowing, Code of conduct, parent code of conduct