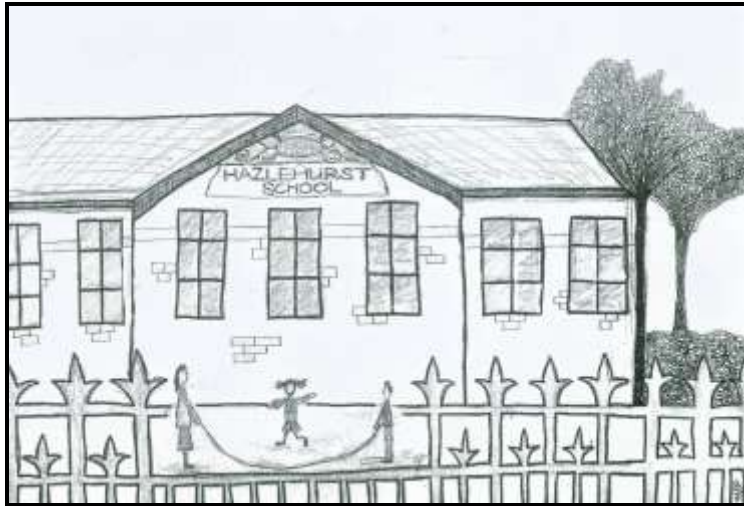


# Hazlehurst Community Primary School



## **Anti-Bullying Policy**

Revised February 2016  
for review by February 2019

### ***MISSION STATEMENT***

*Our school is a caring community, founded on mutual respect, where talent is nurtured and everyone is challenged to achieve their potential.*

*Our goal is to inspire a love of learning and create confident, compassionate individuals, who are proud of their achievements and committed to the common good.*

This policy is based upon the school's philosophy and the governors' aims as detailed in the school prospectus 2016/17

## **INTRODUCTION**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in schools.

## **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.

The three main types of bullying are:

- physical (e.g. hitting, kicking, theft)
- verbal (e.g. name calling, racist remarks)
- indirect (e.g. spreading rumours, excluding someone from social groups)

## **SIGNS OF BULLYING**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. Pupils are encouraged to report bullying in school.

## **WHAT WILL THE SCHOOL DO TO HELP?**

- Investigate every claim of bullying
- Help those responsible to understand the consequences of their actions
- Help victims of bullying by providing support and teaching children how to respond effectively

## **STATUTORY DUTY OF SCHOOLS**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

## **PROCEDURES FOR INVESTIGATING AND PREVENTING BULLYING INCIDENTS**

### **Stage 1**

- Interview all pupils concerned individually and in private.
- Interview other pupils who are not directly involved, but may be able to provide further information.
- Inform those concerned that further follow-up discussions will take place if and when necessary.
- Make a record of the incident in the School Incident Book.

At this stage the talks are not confrontational; the premise is that there is a problem – it has been witnessed by others that the bullied pupil is unhappy and has experienced bullying. The most common outcome at this stage is that the other pupil will leave the bullied pupil alone, stick up for or be friendly towards him or her. The bullied pupil will also be encouraged to use effective response behaviour (see below).

### **Stage 2**

If the bullying has not stopped,

- Interview all pupils concerned individually and in private.
- Inform those responsible for the bullying that their behaviour is directly responsible for the unhappiness of the bullied pupil and that it must change immediately. They must also be informed that they are now at Stage 5 of the Code of Conduct for Rewards and Sanctions, and that the next stage will involve parents being formally involved.
- Hold a group meeting, which includes the bullied pupil and the pupil responsible for the bullying. All concerned must understand that the bullied pupil will inform a member of staff immediately if there is a repeat of the behaviour.
- Inform those concerned that further follow-up discussions will take place within a few days.
- Make a record of the incident in the School Incident Book.

### **Stage 3**

If the bullying has not stopped,

- Stage 6 of the Code of Conduct will come into force, followed by
- Stage 7, leading ultimately to exclusion.

## **EFFECTIVE RESPONSE BEHAVIOUR**

Bullied pupils need to be encouraged to use effective response behaviour, as follows: -

*If you are being bullied*

- *Be firm and clear – look them in the eye and tell them to stop*
- *Get away from the situation as quickly as possible*
- *Enlist support from people nearby*
- *Tell an adult what has happened straight away*

## **RAISING AWARENESS OF BULLYING ISSUES**

Within the curriculum the school will raise the awareness of the nature of bullying through PSHE, circle time, class and school council, assemblies and other subject areas as appropriate, including participation in Anti-Bullying Week, in an attempt to eradicate such behaviour.

## **MONITORING, EVALUATION AND REVIEW**

The policy will be promoted and implemented throughout the school. The effectiveness of the policy will be monitored by the senior management team. There will be a formal review of the policy by the whole staff within three years.

Mr M Golding  
Headteacher