

Hinchliffe Mill Junior and Infant School

Anti Bullying Policy

(January 2015)

The school has a very good caring ethos. Pupils respond with excellent attitudes, behaviour and relationships and their personal development is very good.

Ofsted 2007 saw 'superb behaviour and attitudes from the vast majority of children.'

Despite the generally good behaviour of our pupils and our rapid response to problems where they might occur, the school's behaviour and discipline policy will require regular review and update in line with LA guidance.

- Most children did not think we had bullies at our school
- There are a lot of people in this school who look out for one another

School Forum October 2014

What is Bullying?

There are many definitions of bullying, but most have three things in common:-

- it is deliberately hurtful behaviour
- it is repeated often over a period of time
- it is difficult for those being bullied to defend themselves

Bullying can take many forms but four main types are:-

- physical – hitting, kicking, taking belongings
- verbal – name called, insulting, racist remarks
- indirect – spreading nasty stories about someone, excluding someone from social groups.
- cyber bullying – by text, electronic messaging or via social networks

The bully derives pleasure from other children's pain fear and humiliation.

Introduction

The message for parents and teachers is that prevention is better than cure.

Bullying affects everyone not just the bullies and victims. It can affect other children who may witness the aggression and the distress of the victim. It can also damage the atmosphere in a class and even the ethos of the school when less aggressive pupils are drawn into the taunting of victims because of group pressure and other psychological factors.

Therefore within this context, it follows that bullying of any kind is unacceptable.

We, the staff and Governors of Hinchliffe Mill J & I School, recognise that we have a responsibility to create a secure and safe environment for the pupils in our care. We should ensure that parents are able to send their children to our school in the confident knowledge that they will be protected from all forms of bullying.

Parents should be familiar with our anti-bullying policy and our method of implementation. The whole school (governors, teachers, non-teaching staff and pupils) has a duty to work together to prevent bullying and to deal with it whenever it occurs by the implementation of our policy.

The Aims of our policy are:

- to prevent bullying
- to provide a safe and supportive school environment
- to maintain a consistent approach to bullying
- to deal with bullying
- to use a set of clear procedures

Prevention of bullying

- School awareness

One of the fundamental aims of our school is to provide a caring, co-operative ethos, which is created through both personal and social education, and cross-curricular themes. In addition to teaching social skills in a conscious and systematic way, our teachers place a high priority on teaching social behaviour by drawing on incidents as they occur in the daily life of the classes. They model appropriate behaviour.

- Special Assemblies

From time to time the theme of anti-social behaviour will provide the main focal point in our assemblies. This may be done through stories, poems and drama.

School forum will discuss bullying annually in Anti Bullying Week.

- Class Discussion/Classroom rules

At the beginning of each academic year all staff use time for class discussion and pupils can be encouraged to produce a charter detailing a set of agreed rules for the classroom.

It may be necessary to remind our pupils from time to time about our attitude towards bullying as and when the occasion demands.

Provision of a Safe Environment

It is essential that we as a staff

- watch out for early signs of distress in individuals
- listen sympathetically to all incidents of bullying brought to our attention
- offer any victim immediate support and help by implementing our procedures
- make clear to the bully the unacceptable nature of his/her behaviour to the victim and stress the consequences of any repetition
- encourage individuals to report bullying and not to keep quiet about it – they must not be afraid to tell for fear of possible reprisals
- ensure that all accessible areas of the school are patrolled at break, lunchtime, and at the end of the day

Consistency of approach

The whole school community must react to bullying in a consistent way by following the procedures laid down in our anti bullying policy.

Dealing with Bullying

There are procedures in place to assist in the investigation of incidents of bullying and these procedures must be followed carefully in the event that an incident proves to be serious or extreme or where the bullying is persistent. Generally in most cases, it may be sufficient for

the member of staff dealing with the incident to discuss it with the child/children concerned, reinforcing the school's attitude to acts of bullying and anti-social behaviour.

1. Staff involved in the investigation of an incident should question the individual(s) involved carefully and sympathetically regarding the nature of the incident. If appropriate, any witnesses to the incident should also be questioned.
2. If staff are alerted to bullying through contact with parents, the parents' concerns should be listened to and then recorded in the behaviour book. The details of the incident should include the date of the incident, the names of the child/children concerned, the nature of the incident, any follow-up action taken.
3. If it is deemed appropriate by the member of staff dealing with the incident both the bully and the victim(s) may be asked to record the event in writing. This writing may then be sent to the parents/guardians of the pupils involved. Copies should also be kept in the respective pupils' files for a specified period of time. Parents may be asked to come into school to discuss this further.
4. The parents/guardians of the bully will be asked to acknowledge the receipt of the above in writing.

Clear Procedures

The following guidelines will be followed when dealing with any form of bullying in the school.

1. For what are regarded as 'minor' incidents, it will be left to the professionalism of the staff concerned to deal with them in the most appropriate and beneficial way for the bully and victim. The victim should be comforted and reassured that he/she has done the right thing and that the member of staff concerned will try to end his/her distress and prevent a recurrence of the bullying. The bully will be asked to give an account of his/her behaviour and it will be made clear to him/her that any form of bullying will not be tolerated in our school.
2. If the bullying persists, then the child will be told that their parents/guardians will be contacted either by 'phone or letter informed them of their child's unacceptable behaviour. The head or deputy must then be made aware that this action needs to be taken. Parents/guardians may be asked to come into school accompanied by their child to discuss the problem. This meeting will be conducted by the head or deputy headteacher.
3. In cases of persistent bullying, the letter sent to parents/guardians notifying them of their child's anti-social behaviour should also include possible sanctions which could be imposed to reinforce our school's anti-bullying policy. Parent/guardians will be asked to respond to this letter and agree to a meeting.

These sanctions could be as follows:

- missing a playtime or series of playtimes with the possibility of extra work set
- exclusion from school at lunchtime for a fixed period of time
- internal exclusion managed in school
- fixed period of exclusion from school
- in extreme cases, the last resort would be a permanent exclusion

(It should be noted that appropriate guidelines will need to be followed if exclusion is considered. The governor's behaviour and discipline committee must approve the headteacher's decision if any exclusion or cumulative exclusions exceed 15 days duration)

in any term. Parents also have the right to challenge an exclusion exceeding 5 days by reference to the same committee)

4. By the end of the meeting, the child and his/her parents/guardians will understand what action is to be taken by the school, and what targets have been set to modify their child's behaviour will then be monitored and subsequently reviewed by the pupil, staff involved and the headteacher.
5. In the event that the above does not modify the behaviour of the pupil concerned, a further letter will be sent outlining the school's response to this situation.

Cyber Bullying

The school community are aware of the issues surrounding Cyber bullying and these are referred to in the eSafety Policy. It is unlikely that such bullying can take place within school as ICT use is closely monitored and we ask that mobile phones are not brought into school. However, we are vigilant in this area and ensure that children have understood and signed the AUP linked to the eSafety Policy. If cyber bullying occurs it will be handled according to the guidelines of this policy.

This policy will be reviewed on a biennial basis.