



Haughmond Federation Anti Bullying Policy

November 2017

To be reviewed November 2019



Harlescott Junior School

This policy takes into account the following documents:

Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies DfE

Safeguarding Children And Young People And Young Vulnerable Adults Policy Feb 2015

Working Together to Safeguard children March 2015

Keeping Children Safe July 2015

Shropshire Children's Trust (SCT) and Shropshire Safeguarding Children Board (SSCB) Anti-Bullying Charter SSCB

Child Protection Procedures

All children have a right to feel safe and protected in school. All adults in the Haughmond Federation community have an obligation to support this principle and all children should be encouraged to share the responsibility for the safety and well-being of each other.

Context

Bullying takes place in schools as it does in other work places.

The aim of the anti-bullying policy is to ensure that pupils in the Haughmond Federation learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an 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 the Haughmond Federation.

Bullying is defined as: behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2014

What is bullying?

Although sometimes occurring between two individuals in isolation, bullying often takes place in the presence of others: between pupils; between pupils and staff; between staff; by individuals or groups; face to face; indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

The characteristics of bullying are:

- It is deliberately hurtful
- It is repeated over time
- It is difficult for those being bullied to defend themselves
- It is usually hidden from adults or authority figures

What is not bullying?

Bullying is not when children fall out or don't get on.

Bullying includes:

- Name-calling, taunting or teasing
- Mocking and making offensive comments
- Physical assault – biting, kicking, hitting or pushing
- Threats, including threatening looks
- Taking or damaging belongings
- Extortion
- Inappropriate text, email and cyber messaging, including sending offensive or degrading images by phone or via the internet
- Gossiping, excluding people from groups, spreading rumours

- Producing offensive graffiti

Bullying can be related to:

- Race, religion or culture
- Special educational needs or disabilities
- Appearance or health conditions
- Sexual orientation, sexist or sexual bullying
- Young carers or looked-after children or otherwise related to home circumstances
- Radicalisation and extremism

Pupils are encouraged to report bullying in our federation by:

- Talking to a member of staff
- Sharing it with our buddies or school councillors
- Indicating through the 'worry boxes'
- Discussing issues as part of the curriculum and PSHE to affirm children's rights and responsibilities.

Pupils know that they can say NO to bullies, but that it should also be reported.

Parents are informed of the federation's stance on anti-bullying, its definition of bullying and how parents and the school can work together through the prospectus, induction evenings, curriculum based or Healthy Schools/Safer Schools work which also includes Anti-Bullying Week.

Parents are encouraged to report bullying in our federation by:

- Reporting concerns to the school either through the class teacher, Learning Mentors or Head of School. Sometimes the child will be anxious but experience shows that a situation rarely gets better if it is ignored.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises: *the Education Act 2006 gives headteachers the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff.*

This policy is linked directly to the following policies:

- Behaviour Policy
- Child Protection Policy
- Prevent Policy
- Confidentiality Policy/statement
- Equal Opportunities (*single Equalities Policy*)
- PSHE Policy incorporating Values, British Values, SMSC, Radicalisation and Extremism

Aims of this Policy

The aims of Haughmond Federation's anti-bullying strategies and intervention systems:

- Prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- React to bullying incidents in a reasonable, proportionate and consistent way
- Safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

Roles and responsibilities

The role of the Governing body

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects Haughmond Federation's values and practice, and is reviewed annually.

The governors should agree the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and ensure this is clearly displayed across Haughmond Federation.

The governing body must make, and from time to time review, a written statement of general principles to guide the Executive Head and Heads of Schools in determining measures to promote good behaviour.

Governors are informed of, and monitor, the numbers of incidents and steps the Executive Head, Heads of Schools and staff have taken to deal with these.

Governors will ensure there is a Senior Designated Lead for Child Protection leading on bullying related to radicalisation and extremism

The role of the head teacher and staff:

1. Policy and procedures

The senior member of staff who leads on anti-bullying is the Head of School.

All staff are made aware of this policy and its clear links to other key policies.

The following steps will be taken by staff when dealing with incidents:

- If bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- Each incident will be investigated thoroughly, sensitively and effectively
- A clear account of the incident, actions and review date will be recorded on CPOMs; via CPOMS the Executive Head, Head of School, SLT and Learning Mentors will be informed so incidents can be monitored
- Relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- Parents/carers will be kept informed appropriately
- Appropriate rewards and sanctions in line with Haughmond Federation's Behaviour Policy will be used to support the improvement of pupils' behaviour
- The individual school will inform the Local Authority of any hate or prejudice related incident as part of Haughmond Federation's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway.

2. Pupil support

Pupils who have been bullied will be supported as appropriate by:

- Having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- Being reassured
- Being offered support
- Raising their self-esteem and confidence
- Being encouraged to report further issues
- Arranging a review date/time to discuss outcomes and appropriate follow-up

Pupils who have bullied will be supported by:

- Having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- Establishing what behaviour was inappropriate and why the pupil became involved
- Establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- Informing parents/carers of agreed actions, and establishing how they can support
- Arranging a review date/time to discuss outcomes and appropriate follow-up

3. Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through our extensive work on values, PSHE and other subject areas and through assemblies, other school activities which include Anti-Bullying Week.

The policy will be promoted and implemented throughout the Haughmond Federation..

Monitoring, evaluation and review

Haughmond Federation will review this policy annually through Health and Safety Governors Committee and assess its implementation and effectiveness regularly.