

Hill View Infant Academy

HILL VIEW INFANT SCHOOL



Anti-Bullying Policy

Person responsible: Louise Kyle

Date: January 2018

Review Date: January 2020

Anti-bullying Policy



Person responsible: Head Teacher/ Louise Kyle

Link Governor for safeguarding: Sarah King

Review date: January 2018

Next review date: January 2020

Definition of bullying :

Bullying is **“Hurtful or unkind behavior which is deliberate or repeated. Bullying can be carried out by an individual or group of people towards an individual or group. The STOP acronym can be used to define bullying’ – Several Times On Purpose.’**

The nature of bullying can be:

Physical such as hitting or physically intimidating someone or using inappropriate or unwanted physical contact towards someone

Attacking property such as damaging, stealing or hiding someone’s possessions

Verbal such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone

Psychological such as deliberately excluding or ignoring people

Cyber such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on anyone of the following things:

Race

Religion or belief

Culture or class

Gender

Sexual orientation

Gender identity

Special educational needs or disability

Appearance or health conditions

Related to home or personal situation

Related to another vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously!

Bullying outside of school

Bullying is unacceptable and will not be tolerated, inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends, during holidays or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in the policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed within our definition of bullying. It will be challenged by staff and recorded or monitored in our incident log book held in the head teacher's office and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudice – Based incidents

A prejudice based incident is a one off incident of unkind or hurtful behavior that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have significant impacts on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting them to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti bullying interventions.

Bullying is NOT...

- Accidents.
- Fallouts with friends.
- Only happens one time.
- Fighting.

Aims and objectives of this policy:

The primary objective of Hill View Infant Academy's Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. The school acknowledges that children with SEN may be more vulnerable to the actions of others and that minority groups (EAL, FSM, looked after) are equally susceptible. The school aims to protect ALL of its pupils and follows rigorously Sunderland's safeguarding procedures – (see Safeguarding Policy, and the school behaviour policy)

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Forms of bullying covered by this Policy

- ✓ Bullying related to race, religion or culture.
- ✓ Bullying related to special educational needs.
- ✓ Bullying related to appearance or health conditions.
- ✓ Bullying related to sexual orientation.
- ✓ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ✓ Sexist or sexual bullying.
- ✓ Cyber bullying.

Preventing, identifying and responding to bullying

If a pupil is being bullied they are encouraged not to retaliate but to tell someone they trust such as a friend, family member or trusted adult. They are also encouraged to report bullying incidents in school:

Report to a teacher – their class teacher or any other teacher in school

Tell a friend – use the Anti Bullying Crew / Little Leaders or a close friend

Tell any other adult in school such as lunchtime supervisors, Learning Support Assistants or the school office

Tell an adult at home

Report anonymously using the class worry box

Call childline and speak to someone 08001111

At Hill View Infant Academy we will:

- ✓ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ✓ Actively provide opportunities to develop pupils' social and emotional skills, including their emotional resilience and literacy.
- ✓ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council / Anti-Bullying Crew.
- ✓ Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying.
- ✓ Actively create "safe spaces" for vulnerable children.
- ✓ Ensure that when dealing with the bully, it is the child's behaviour not the person that is addressed.
- ✓ Encourage children to follow the correct procedures as outlined in the Child Friendly Anti-Bullying Policy.
- ✓ Provide a whole school focus on Anti-bullying once a year, during National Anti Bullying week, and remind children throughout the year in assemblies and lessons.
- ✓ Ask children to sign and abide by the Cyber Safe Agreement.

The role of the school community

Within Hill View Infant Academy, our school community:

- ✓ Discusses monitors and reviews our anti-bullying policy on a regular basis.
- ✓ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ✓ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils adhere to the anti-bullying policy.
- ✓ Reports back to parents / carers regarding their concerns on bullying and deal promptly with complaints.
- ✓ Parents / carers in turn work with the school to uphold the anti-bullying policy.
- ✓ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

School initiative to prevent and tackle bullying

- 1) A child friendly anti bullying policy (available in classrooms, on request from the office and on the school website) ensures all pupils understand and uphold the anti-bullying policy

- 2) The PHSCE programme of study includes opportunities for children to understand about different types of bullying and what they can do to respond to it
- 3) School assemblies help raise pupils' awareness of bullying and derogatory language
- 4) Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week and holds a termly Friendship Friday in partnership with Hill View Junior Academy
- 5) The school values of equality and respect are embedded into the curriculum to ensure it is as inclusive as possible
- 6) Stereotypes are challenged by staff and pupils across the school
- 7) Playground buddies and pupil led programmes (Anti Bullying Crew and Little Leaders) offer support to all pupils, including those who have been the target of bullying
- 8) Restorative justice programmes provide support to all targets of bullying and those who show bullying behavior
- 9) Pupils are continually involved in developing school wide anti-bullying initiatives through consultation with groups (Anti bullying crew, school council etc.) and through the anti-bullying survey
- 10) Working with parents and carers and in partnership with community organisations to tackle bullying where appropriate

The role of governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately, by the head teacher.

The role of the head teacher

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

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying including cyber bullying. All staff have received CEOPS training.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The head teacher is the named person for reporting any incidents of hate crime via the ARCH website.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of major incidents, where necessary, of incidents that happen in their class.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the head teacher and/or Senior Leadership Team, and when the incident is major or persistent the teacher informs the child's parents.

We keep an anti-bullying logbook in the staff room where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event in the logbook.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the bullying, and a consequence for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the Senior Leadership team and in some cases, the SENco. We then invite both sets of parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher or SENco may contact external support agencies.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish 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.

Teachers to actively promote the use of 'worry boxes' in their classrooms and ensure children feel safe in sharing their concerns this way.

Teachers to promote 'good friendships' and 'positive friendly behaviours' with the use of friendship medal and certificates in class.

The involvement of the children

- ✓ A cross section of children from the school to make up the Anti Bullying Crew (ABC) easily identifiable by their badges and high visibility vests on the playground.
- ✓ ABC to hold half termly meetings with AB lead teacher
- ✓ ABC to liaise with ABC from Hill View Junior Academy on a termly basis – sharing ideas, practices and ensure a smooth transition between schools.
- ✓ Regularly acquire children's views on the extent and nature of bullying through the School Council and pupil voice questionnaires carried out by AB lead teacher.
- ✓ Ensure pupils know how to express worries and anxieties about bullying – worry boxes in classes / ABC on yard (easily identifiable in vests) / regular assemblies to explain policy and procedures to children
- ✓ Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- ✓ Publicise the details of help lines and websites – around school and on the school website
- ✓ Offer support to pupils who have been bullied.
- ✓ Work with pupils who have been bullying in order to address the problems they have.
- ✓ Teach children to value and appreciate differences of gender, race, age, ability, belief and physical appearance – through assemblies, AB week, PHSCE in classrooms and 'the hidden curriculum'.
- ✓ Help children to understand that everyone has a right to choose their friends and join different groups as long as it doesn't hurt other people. Therefore remind children that if someone is not their friend, then it does not automatically mean that they are an enemy.
- ✓ Assist children in understanding that some actions may lead others to be provoked into bullying behaviour.
- ✓ Provide children with opportunities to develop their imagination through both play and work situations to help them to learn how to empathise.

The role of parents / carers

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.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. If a parent is unhappy with how an incident has been dealt with by school or a member of staff they should refer to the school complaints policy.

Responding to bullying

When bullying has been reported the following actions will be taken:

*Staff will record the bullying on an incident reporting form and also record centrally in our incident log book held in the head teacher's office.

*Designated school staff will monitor incident reporting forms and information recorded on in our incident log book held in the head teacher's office.

*Staff will offer support to the target of bullying in discussion with the pupil's class teacher. Individual meetings will be held with the target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that bullying is not their fault. Action plans will make use of Anti bullying Crew and Little Leaders.

*Staff will proactively respond to the bully who may require support. They will discuss with the targets class teacher and devise a plan of action.

*Staff will decide whether to inform parents or carers where necessary involve them in plans of action

*Staff will assess whether any other authorities (police or local authority) need to be involved, particularly when actions take place outside of school

Links to other policies

Behaviour policy

Safeguarding policy

E safety / ICT policy

PSHE policy

Equality and diversity

Health and Safety policy

SEN / inclusion policy

Complaints policy

The school will support parents/ carers by:

- ✓ Ensuring that parents / carers know whom to contact if they are worried about bullying.
- ✓ Ensuring that parents / carers know about our complaints procedure and how to use it effectively.
- ✓ Ensuring parents / carers know where to access independent advice about bullying.
- ✓ Working with parents and the local community to address issues beyond the school gates that give rise to bullying.
- ✓ Working with the PA to allow an extra avenue of support for parents to go to, who will help to steer them in the right direction for getting help. (They will have an increased awareness of the Anti-Bullying procedures within school.)

Monitoring and review

The head teacher is responsible for reporting to the governing body (and local authority where applicable) on how the policy is being enforced and upheld, via termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 2 years, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of next Review **January 2020**