



HUNTER'S BAR INFANT SCHOOL ANTI-BULLYING POLICY

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What is bullying?

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

- ❖ It is a misuse of power
- ❖ It is a deliberately hurtful behaviour
- ❖ It can be repeated often over a period of time
- ❖ It is difficult for those being bullied to defend themselves

Bullying can take many forms, but three main types are:

- ❖ Physical – hitting, kicking, taking belongings
- ❖ Verbal – name calling, insulting, racist, sexist, homophobic remarks, (cyber-bullying)
- ❖ Indirect – spreading nasty stories about someone, excluding someone from social groups, negative body language, passing unpleasant notes

Our school drivers of respect, resilience and healthy minds and bodies, remind the school community that we do not tolerate bullying.

Hunter's Bar Infant School believes that the most effective strategy to combat bullying lies within the power of the majority of pupils to speak out against it. We seek to challenge bullying behaviour and to build and maintain an anti-bullying ethos in the school. Children can be taught to take an active stand against bullying behaviour. We wish to create a school environment where people feel secure, where they feel valued and where they can be happy working in a non-threatening atmosphere.

AT HUNTER'S BAR INFANT SCHOOL:

- The issue and the need to stand firm against it receives a high profile within the whole school community. The governors support the school with this policy.
- The subject is tackled systematically, both in assembly and in curriculum time, mostly as part of PSHE and E-Safety. Anti-bullying values and co-operative behaviour are actively promoted. Cyber bullying is taken very seriously and school provides workshops for children annually with the 'Cyber Mentor' programme.
- The Head, Deputy or Learning Mentor follow up more serious behavioural incidents and concerns from parents carefully and sensitively and records are filed in the Head Teacher's office.
- Parents are notified and involved in follow-up to serious incidents.

- Midday supervisors record incidents in a carbon-copy notebook and inform the class teacher, Head or Deputy if concerned about an individual or a situation.
- Children may be given strategies to follow with behavioural targets, which are reviewed and updated.
- The school operates and records concerns using a safeguarding grid system so that vulnerable children are monitored and reviewed regularly and information passed on at transition.
- The school uses SEAL materials and takes part in the annual national anti-bullying week in November.
- Governors receive a report termly which monitors the incidents of bullying, racism and homophobia within school.

The school will:

1. Respond to any bullying behaviour promptly and consistently.
2. Be committed to preventing and tackling bullying, including cyber-bullying.
3. Promote school values which reject bullying behaviour and promote co-operative behaviour.
4. Teach the children to know what bullying is and how to stand firm against bullying behaviour.
5. Involve the whole school community in implementing the anti-bullying policy actively and effectively. This will include children, parents, all staff and governors.
6. Maintain, evaluate and review the policy annually and take part in National Anti-Bullying Week.

Procedure for staff and children to follow:

- An incident must be reported to an adult.
- The class teacher or midday supervisor will deal with some incidents. Every effort will be made to find a solution to the immediate problem. Strategies for the future will be given.
- More serious incidents must be reported to the Head Teacher or Deputy Head; cyber-bullying must always be followed up.
- Any bullying incident which is racist, sexual (including reference to sexual orientation, transgender), homophobic or which refers to disability must be reported to the Head or Deputy. Inappropriate use of the word 'gay' or lesbian to upset will not be tolerated and will be reported.
- Serious incidents will be recorded using a detailed pro-forma: details of time, place, people involved, the incident, inappropriate language, racist or bullying, action taken and follow-up strategies.
- Parents may be contacted: parents will be contacted if a racist or homophobic incident is reported.
- Class teacher will be informed – midday supervisors may be informed.

Five key points for staff to consider when dealing with bullying:

1. Never ignore suspected or alleged bullying.
2. Don't make premature assumptions.
3. Listen carefully to all accounts – several pupils saying the same does not necessarily mean they are telling the truth.
4. Adopt a problem-solving approach which moves pupils on from justifying themselves.
5. Follow-up repeatedly, checking bullying has not resumed.
6. Serious incidents and incidents of racism or use of homophobic language including inappropriate use of words such as 'gay' or lesbian must be reported to the Head or Deputy.