

# High View Primary Learning Centre



Policy:	Anti-Bullying Policy	
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Last reviewed:	February 2022	
Next review due by:	February 2024	

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## **1. Intent and Aims:**

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

At High View Primary Learning Centre we believe that all children and staff can achieve their full potential regardless of gender, race, ability, sexuality or economic circumstance, and strive to ensure that they do. To enable this to happen we must ensure that all children and staff stay healthy and safe and therefore free from bullying incidents. We recognise that bullying can occur and strive to wipe out the possibility of such occurrences and support victims who have encountered such experiences.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

## **2. Legislation and Guidance**

### **Definition of Bullying:**

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated regularly over a period of time.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on, the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of the internet, such as email, social media, text messages, misuse of associated technology e.g. camera and video facilities.

**However it manifests itself, bullying will not be tolerated at High View Primary Learning Centre.**

### **Support for Parents**

When parents raise a concern that their child is being bullied, it is essential that this concern is taken seriously and not dismissed without further enquiries being made.

CPOMS (Child Protection Online Management System) will be used to report the bullying allegation or incident. This can then be used as a focus of the discussion with a parent so that there is a clear record of the concern and of immediate action to be taken by school staff.

Our Parent Support Advisor is always on hand and parents should use her as their first point of contact if the class teacher and Head / Deputy is not available. High View PLC has an open door policy and will always be

available to speak to parents face-to-face / by phone or to arrange a meeting as soon as possible.

### **3. Roles and Responsibilities**

All staff play a vital role in ensuring as a school we are alert to the signs of bullying and act promptly and firmly against it. This is also regularly addressed with the children to ensure they take an active role in keeping High View a 'bully-free zone'. It is a whole school responsibility to:

- Never ignore suspected bullying;
- Not make premature assumptions;
- Listen carefully to all accounts and investigate as fully as possible;
- Adopt a problem-solving approach which moves pupils on from justifying themselves;
- Record incidents of bullying on CPOMS ;
- Follow-up repeatedly, checking bullying has not resumed;
- Use of a range of teaching and learning styles and strategies which challenge bullying;
- Use interventions which are least intrusive and most effective;
- Participate annually in Anti-Bullying week and showcase the themes the children have been focusing on.

## **4. Implementation: Organisation/Planning/Inclusion**

### **Procedures and Recording**

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident may be part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident and will involve the Leadership Team and the Behaviour Lead also.

- Listen to the child reporting the incident and make sure that they feel that their concerns are being taken seriously;
- Record the incident on CPOMS and alert the necessary members of staff;
- Check through to establish if there are any previous incidents involving the same children;
- If you feel that this is one of a number of incidents, or particularly severe, refer immediately to a member of the SLT (notified by CPOMS alert);
- If the incident is 'minor' and does not merit a referral, please make sure you deal with the incident effectively and in line with the positive behaviour policy (and document it on amber / red slips for Behaviour Room). Children must feel that their complaint has been dealt with properly. If you are unsure what to do, please seek advice from Leadership;
- Once an alert to the SLT has been done, a thorough investigation of the incident involving all parties will be undertaken and recorded again on CPOMS;
- The Headteacher should always be made aware of any incidents which have been dealt with by the SLT by alerting them through CPOMS;
- After the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Headteacher or Deputy Headteacher, as appropriate;

- Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.

If an allegation of bullying is made by a parent, full written details should be taken and an alert made to the class teacher/Deputy Head/Head who will then complete the investigation.

The class teacher/Deputy Head/Head will make contact with parents of the victims throughout the course of the year, to ensure all has been successfully resolved and encourage parents and children to always come forward if the situation appears unresolved.

### **Incidents of bullying outside the school's premises**

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims not to 'suffer in silence'. Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the community
- talking to the Heads of the schools whose pupils are involved in bullying off the premises.

Bullying can also take place via text messages and social media. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously and log them on CPOMS.

### **Adult Bullying**

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community they must report this to the Head immediately.



On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands. This can result in:

- parents approaching other parents in groups;
- inappropriate verbal exchanges in front of pupils;
- a breakdown in communication.

If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be. School will always try to support parents on such occasions.

### **E-Safety**

Staff are trained in E-Safety and ICT Leads keep up to speed with new training. The 'Information Security and Computer Usage', 'E-Safety' and 'Social Media' policies reflect the school's stance on E-Safety being of paramount importance. E-Safety is focused on as part of 'anti bullying' weeks in school and E-Safety days within them.

### **Homophobic Bullying**

Any incidents involving homophobic behaviour will be logged on CPOMS and parents will be notified. Work would be done in school with the children by the appropriate members of staff. Capita would also be notified in line with Local Authority guidelines.

### **Racial Bullying**

Any incidents involving racial behaviour will be logged on CPOMS and parents will be notified. Work would be done in school with the children by the appropriate members of staff. Capita would also be notified in line with Local Authority guidelines.

### **Child on child abuse:**

The school will continue to involve all members of the school community, including the governing board, staff, pupils, parents and other stakeholders, in creating a whole-school approach to child-on-child abuse.

The governing board will ensure that keeping children safe and protected from harm, including child-on-child abuse, is central to all policies and procedures implemented across the school. The school will ensure that procedures for handling child-on-child abuse are transparent, clear and understandable, and are readily accessible to any member of the school community who wishes to access them.

The school will implement a contextual approach to safeguarding pupils against child-on-child abuse, and will ensure that all procedures take into account incidents of child-on-child abuse that occur outside of school or online.

The headteacher will ensure that all staff receive adequate training on handling child-on-child abuse. The school will prioritise cultivating a safe and respectful environment amongst pupils, and ensure that all pupils are aware that the school will adopt a zero-tolerance stance on child-on-child abuse of any kind. In order to prevent child-on-child abuse and address the wider societal factors that can influence behaviour, the school will educate pupils about abuse, its forms and the importance of discussing any concerns and respecting others through the curriculum and extra-curricular activities.

## **Impact: Monitoring Arrangements**

### **Support**

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff;
- Reassuring the pupil;
- Ensuring the pupil is happy and feels the situation has been resolved;
- Offering continuous support;
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened;
- Discovering why the pupil became involved;
- Establishing the wrong-doing and need to change;
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Interventions by the PSA, Sports Coach, Incredible Me practitioners and other key members of staff may be employed.

## **5. Links to other policies**

- PSHE Policy
- RSE Policy
- Computing Policy
- Staff Induction Policy
- Home-School Agreement Document
- Child on Child Abuse
- Safeguarding Policy