



Have courage, grow roots, shine bright!

Policy:	Anti Bullying Policy
This policy was reviewed:	September 2022
By name:	Andy Muir
Position:	Chair of Governors
Signature:	A. Muir



Have courage, grow roots, shine bright!

Core values: compassion, courage, resilience and responsibility.

Mission Statement

'Nurturing children to blossom into compassionate and resilient members of our community'.

Values and aims:

- To create a stimulating learning environment both indoors and outdoors where children feel safe, are eager to learn and have fun.
- To offer a broad and balanced curriculum which is enhanced through our unique characteristics.
- As a village school, maintain excellent communication and develop links with the community.
- To celebrate and share success however small.
- To foster an understanding of the wider world, encouraging imagination and a sense of wonder.
- To create the foundations for a lifelong love of learning.

HAZELBURY BRYAN PRIMARY SCHOOL ANTI- BULLYING POLICY

Reviewed September 2022

Introduction

Bullying is an insidious social problem found in many occupations and walks of life. In a school it can be found amongst both staff and pupils. The role of the school's community, led by the Headteacher and the governing body, is to eradicate it completely by ensuring a caring and supportive ethos which will not tolerate bullying in any form.

The School's Stance

The school's ethos is set by its Rights and Responsibilities that pervade every aspect of school life. Here it is clearly stated that:

Every person in our school's community has the right to have a school life completely free of bullying.

Every person in our school's community has the responsibility to ensure that bullying is not tolerated in any form, for any reason to anyone.

We have the right not to be bullied.

We have the responsibility not to bully anyone in any way in any situation for any reason at all.

Definition

Bullying is defined as behaviour which is:

- Deliberately hurtful (including aggression)
- Repeated over a period of time
- Difficult for the victims to defend themselves against

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

- Physical- hitting, kicking, taking possessions
- Verbal- name calling to include racist or homophobic comments, insulting, making offensive remarks,
- Indirect, including Cyber Bullying - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones.- (see school's Social Media and safer Networking Policies available on the website) and Discrimination, treating others with a lack of respect due to an indifference.

The School's Approach

We approach bullying in four ways:

1. By promoting self-discipline and proper regard for authority among pupils.
2. By encouraging good behaviour and respect for others to ensure as far as is reasonably practicable the prevention of all forms of bullying among pupils.
3. By ensuring that the pupil's standard of behaviour is acceptable.
4. By creating a supportive climate where pupils are not afraid to tell an adult about what is happening.

Behaviour Policy

In our behaviour policy the school highlights the *Golden Rules* that are used within our school, together with the ethos of rights and responsibilities, that pertain to every member of our community. We also highlight the order of sanctions and the ways that we deal with anti-social behaviour. This policy acts as an addendum to the behaviour policy and not as something separate, and as such should be read alongside it.

Procedures

As a school we;

- Urge pupils and adults to report bullying incidents to a trusted adult. There is a "worries box" for children to raise concerns via written notes etc.
- Take all bullying problems seriously, both pupils and adults.
- Investigate all incidents thoroughly.
- Ensure that bullies and victims are interviewed separately.
- Obtain witness information.
- Keep a written record of the incident, investigations and outcomes (see behaviour log).
- Inform staff about the incident where a pupil is involved.
- Inform appropriate staff where a member of staff is involved.
- Ensure that action is taken to prevent further incidents. Such action may include:
 - Imposition of sanctions; withdrawal of privileges.
 - Obtaining an apology as part of making amends.
 - Informing parents of both bullies and the bullied.
 - Providing appropriate training for staff.
 - If appropriate, providing mentor support for both victim and bully.
- Will assign a member of staff to hear any problems in confidence.
- Will ensure that Peer Mediators are trained to deal with minor incidents but to refer awkward situations to trained members of staff.

The ultimate sanction for bullying is permanent exclusion from our school.

Appeal

If, as a parent, you feel that the school has unfairly treated either yourself or your child you have the right to talk to the Chair of Governors who will deal with any concerns even-handedly and rigorously.

Issues and Advice for Parents

It is always a good idea to take an active interest in your child's social life and chat about friends and activities in and out of school, you may well learn of disagreements or difficulties.

Offering advice is always useful but advice such as "Well just push him back" is actually counterproductive and can lead to a rapid escalation of an incident. Phrases such as "What should you do in school?" will often lead the child to suggest that an adult in school will need to be told.

The most effective way of dealing with bullying is to speak about it and tell people, bullies gain their greatest success when the victim feels they cannot tell anyone. This often leads to the bullied believing that it is their own fault and a complete melt-down of their confidence and self-esteem.

Signs of distress, could appear as:

- An unwillingness to attend school.
- Headaches, stomach aches especially at bedtime or before school.
- Toys or equipment going missing.
- Requests for extra pocket money, to pay extortion.

Although there could be many reasons for your child being unsettled in school, bullying is one possibility.

If you think your child may be being bullied, inform your child's teacher immediately...please do not think that "I really don't want to bother the school, they're so busy"....we would rather have a small incident to deal with quickly and "nip it in the bud" than have the issues grow out of all control.

Our staff are trained in dealing with these incidents and will not allow the bully to believe that they have been told on.

At Hazelbury, we will always treat accusations of bullying seriously, acting promptly and sensitively.

The effectiveness of this policy will be reviewed annually by the Senior Leadership Team and Governing Body. If changes are made to the policy, the Governing Body will ratify amendments.

Signed: A. Muir

Designation: Chair of Governors

Date: 4.9.22