

HALESBURY SCHOOL



ANTI BULLYING POLICY

Policy for the attention of			
Audience	Key Audience	Optional Audience	Additional/Notes
Senior Leadership Team			
Teachers			
Teaching Assistants			
Administrative Staff			
Curriculum support			
Lunchtime Supervisors			
Site Manager			
Cleaners			
Governors			
Parents			
Website			
Local Authority			

Responsibility of	
Review frequency	
This version agreed	September 2021
Next review date	September 2022



ANTI BULLYING POLICY

Statement of Intent

Halesbury School is committed to providing a caring, friendly and safe environment for all of its pupils so they can learn in a relaxed and secure atmosphere. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and the perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

Principles

The school accepts the following principles with regard to bullying:

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and to provide staff with advice, training and the support necessary to manage it with confidence.

Information about the school's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

Selected pupils at Halesbury will be trained as Anti-Bullying Ambassadors whenever the Diana award is available.

Aims

The aims of the school through the implementation of this policy are:

- To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.



- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers, the school's zero tolerance attitude towards bullying behaviour.
- To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole school policy and procedures.
- To reassure parents and carers that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.

What is Bullying?

Bullying is threatening or dominating behaviour towards another person with the calculated intention to hurt or frighten them physically, emotionally, sexually or psychologically. It is usually, but not always, repetitive.

Bullying is not just physical or verbal but can also take place in the 'virtual world' of the Internet and through media such as texts, social media and online chat rooms – in all cases it should be reported. E –Safety is very important to our young people.

At Halesbury, we believe pupils have the right to receive their education free from any humiliation, oppression or abuse.

We Can Beat Bullying Together

If you think you are being bullied it is important that you tell someone. The school actively discourages bullying of any kind e.g. name-calling, pushing, prodding, making threats, making fun of and the taking of property belonging to other people.

If you think you are being bullied you should:

- Tell a person you trust – a teacher, a teaching assistant, adult helper or a parent, a friend, school council representative.
- Discuss your concerns in PSHE.
- Believe that it will be sorted out.
- Believe it is alright to tell.
- Tell yourself you do not deserve to be bullied and act as confidently as you can.
- Keep with your friends. Do your best to ignore the bully.
- Keep in busy places in school, where there are many people about, at least until it is sorted out.

Bullies rely on their victims being afraid to tell adults – this is how they 'get away with it' so easily sometimes. As soon as adults are told, the situation always changes. You must be prepared to talk about what is happening and why. In most cases the problem is resolved and everyone feels happier.



Bullying or the threatening of other pupils is extremely serious and may result in exclusion from the school. Some incidents of bullying can lead to criminal prosecution through the courts.

As Parents/Carers Beating

bullying together:- Honesty,

Openness, Involvement

- All parties must be involved and state clearly what is being done and why. Talk about what is happening.
- Pupils, parents and staff need to be aware of the school's policy.
- Adopt a calm atmosphere and a common desire. Do not drive the problem underground.
- Schools which adopt positive policies are better schools for all pupils.
- An already happy and vibrant school has a greater awareness of all problems.

Signs and effects

Not easy to define and anyone can become a victim. It is a difficult problem, which is not easy to solve.

1. Bullies try to emphasise a difference. It may be skin, gender, gender realignment, accent, disability, clothes, religion, sexual orientation, geographical. This list is not meant to be exhaustive.
2. Bullies enjoy power and the drawing together of a group. Victims feel powerless. Families become frustrated. Anger is a natural emotion.
3. Those involved have a right to feel angry. There is no fool proof way of knowing that a child is being bullied.
4. Look for unexplained illnesses, school phobia, general unhappiness, reluctance to attend, lateness.
5. Lack of or new friendship groups. In fact, any change in pattern.
6. It may be others who notice first. Dinner supervisors, cleaners, support workers, neighbours and so on.

What can be done about it?

- A clear case must be shown, so victims must tell the whole story.
- Tell a teacher, speak to a teacher, and work with a teacher. Be patient. Do not rush to confront the parents of a child who may be bullying or the child you feel is to 'blame.'
- Establishing facts can take a long time and may not always be possible. This cannot be done by one person alone. It may involve class teachers, the head teacher, deputy or a teacher/classroom assistant.
- Positive actions are needed. Negative actions drive the problem underground.
- Telling a child to hit back seldom works.
- There can be a very good reason why the school may use strategies other than punishment to deal with bullying. Punishment alone will not solve the problems.
- Bullies may also need help. They may also be victims.



As a school:-

- Provide opportunities to discuss aspects of bullying and the appropriate way to behave towards each other through PSHE lessons/circle time and other similar sessions.
- At whole school level in assemblies discuss situations and share with the children the school's views on bullying and consider actions that can be taken to prevent bullying taking place.
- Provide additional support to pupils who are believed to be at risk of bullying or have suffered from bullying in the past.
- Ensure that at particular times when children may be more vulnerable to bullying, there is adequate supervision available to reduce risk of bullying incidents.
- Endeavour to deal quickly, firmly and fairly with any complaints of bullying, contacting parents where necessary.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards one another.
- Encourage pupils to treat everyone with respect.
- Treat bullying as a serious offence and take every possible action to eradicate it.
- Restorative justice will allow the victim to be heard and the bully to face up to what they have done.

Action to be taken when Bullying is suspected

REPORT IT

There is always someone you can talk to. We take bullying very seriously and therefore the person with overall responsibility to prevent bullying or deal with concerns is the Head Teacher. If s/he is not in school, report it to the Deputy Head Teacher. All incidents of proven bullying will be reported to the governors of the school in a termly report written by the Head Teacher.

If bullying is suspected, we will talk to the victim, the bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as appropriate to both the victims and the bullies. (This may include using older pupils as mediators or mentors in dealing with bullies).

We support the victims in the following ways:-

- By offering them an immediate opportunity to talk about the experience with their class teacher, another teacher, classroom assistant or another person if they choose.
- Informing the victims' parents/carers.
- By offering continuing support when they feel they need it.
- Arranging for them to have a "safe place" throughout the school day if needed.
- By taking action to prevent further bullying.
- In some instances, advising victims how to manage relationships.



We also discipline, yet try to help the bullies, in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.

Recording

Recording of information is extremely important so that:

- We are aware of incidents.
- We are able to track actions taken to prevent bullying.
- We are able to check on support given to the victims.
- We can continue to monitor effectiveness of actions.
- We can monitor effectiveness of work with bullies.

All incidents, when disclosed, should be recorded and forwarded to the Head Teacher and the designated safeguarding lead/Deputy Safeguarding Lead in the absence of the other should be notified.

Guidelines:

When investigation is warranted, the following information should be recorded:

- Date of allegations.
- Dates and times (where possible) of incidents.
- Statements from witnesses (signed and dated please).
- Statement from the alleged victim (signed and dated please).
- Statement from the alleged bully (signed and dated please).
- Conclusions from investigator.
- Actions taken at that point (including support for victim and possible disciplinary actions against the bully).
- Details of any parental involvement.
- The ensuing records will be kept in a secure file.

The Role of the Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from Halesbury School. The governing body will not condone any bullying at all at Halesbury and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.