



HARVEY ROAD PRIMARY SCHOOL

Anti-Bullying Policy

It is recognised that bullying can lead to a loss of confidence and self-esteem, resulting in a very unhappy and distressed child. It can also result in low levels of educational achievements and poor attendance patterns.

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

- It is deliberately hurtful behaviour,
- It is repeated 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.
- Harassment – racism, sexism, relating to ability or disability.
- Verbal-name calling, insulting racist or sexist remarks.
- Indirect-spreading nasty stories about someone, manipulation and control of other children.
- Non-verbal – excluding someone from social groups.

All forms of bullying are unacceptable and we will take all reports on bullying seriously. As a school we are committed to making every effort to prevent bullying in any form, and to taking positive action.

Aim

The school will pursue an anti-bullying policy by seeking to achieve the following objectives:-

1. Ensuring everyone in the school understands what bullying is, and what they should do if they encounter such behaviour
2. Preventing bullying by encouraging pupils to build co-operative relationships with others, helping them to try and resolve difficult situations, and finding ways to avoid and resist bullying behaviour.
3. Ensuring that problems involving bullying behaviour are tackled and given a high priority through out the school.
4. Ensuring good levels of supervision at playtimes and lunchtimes.
5. Using existing good home/ school relationships to foster an atmosphere of mutual trust and confidence, which will encourage parents/carers and children to report possible incidents and to find solutions to any behavioural problems.
6. Encouraging everyone in the school to respect each other and value the diversity within the school.

School Practices

At all times the school will actively promote good relationships between children and encourage a sense of teamwork and caring for each other. It is our expectation at Harvey Road Primary School that all staff will be responsible for every child's well being and safety. At playtimes, on the Infant playground, year 6 children take turns to be monitors. They are there to help children join in with games and to help anyone who

appears to be lonely or left out. Each class has a weekly circle time when there is an opportunity for children to openly discuss relationships and behavioural issues.

A School Council has also been established which will give all pupils the opportunity to discuss any concerns, should the need arise (see PSHE policy).

Classes 3, 4 and 5 (and Class 2 on the Infant playground) have 2 buddies each week; these children are there to help other children and are responsible for the collection of playground equipment etc at the end of lunchtime.

All classes keep a class incident book to record incidents involving bullying, racial abuse in any form etc., and so that we can closely monitor individual patterns of behaviour and work proactively with individuals or groups of students to improve their behaviour.

We are aware that bullying may occur outside of school. Where relationships within the school are adversely affected by events outside of school, the school may take steps to intervene, investigate and resolve matter.

Use of Mobile Phones and other IT Communications

Mobile phones have the potential to cause considerable harm. For this reason:

- Children are not to have mobile phones in school
- Email and text bullying are considered to be serious incidents and are unacceptable and will be dealt with accordingly.
- The Headteacher, e-safety leader or senior members of staff have the right to examine any mobile phone or other like piece of equipment while on the premises.
- This policy should be read in conjunction with the e-safety policy.

School Procedures

Every reported incident of bullying is different and each incident must be dealt with individually within the context of the framework. However the following will give clear guidelines and timescales.

All children and parents/carers are actively encouraged to report any incident promptly to a member of staff when the following procedure will be followed:-

1. We strongly encourage everybody to take responsibility for reporting and managing any behaviour that is believed to be bullying
2. Incidents will be managed by the class teacher and recorded in the school incident file and reported to the Headteacher.
3. The teacher will discuss the situation with the parents/carers of the child who has reported to be the 'victim' of the incident.
4. The teacher will investigate the incident and set up monitoring procedures to observe all children involved.
5. If necessary, the class teacher and/or parents/carers may refer the situation to the Headteacher, who may then advise or take part in steps to rectify the incident
6. The teacher will report back to the parents/carers on any findings or observations. This may include regular meetings involving both the teacher and the parents/carers.

7. A member of staff (usually the class teacher) will be appointed the 'mentor' to the victim and speak to them on a daily basis.
8. After a maximum of two weeks (or earlier if evidence is found) all information gathered will be assessed and the parents/carer invited back into school. The teacher will then explain the action which will be taken to address the situation.
9. If it is found that a child has been the victim of bullying behaviour, the school will actively involve parents/carers to ensure satisfactory monitoring procedures are in place in the future, and to counsel the child effectively.
10. An appropriate course of action will be agreed with the parents/carers of the child(ren) involved with bullying others. This will include methods to modify and monitor behaviour.
11. Sanctions may be appropriate where behaviour has been intentionally hurtful.

Bullying and Equality (Sexuality, Racism, homophobic or transphobic bullying)

Harvey Road Primary School will not tolerate any form of bullying that relates to sexuality, racism, homophobic or transphobic behaviour. All teaching and support staff to respond appropriately to any of the above terms, including the casual negative use of the words 'gay' and 'lesbian'.

Outside of School

The school recognises that there may be occasions when bullying takes place outside of school. In such circumstances, the school may intervene, investigate and resolve matters.

Role of Parents

Parents have a significant role to play in supporting the positive behaviour of their children both at home and in school. Children's behaviour will be highly influenced by the positive partnership between parents and staff and for this reason.

Governors will review and monitor the effectiveness of the anti-bullying procedures and ensure that they are fulfilling the high expectations that are held at Harvey Road School. This policy will be reviewed every four years.

N Rowlands

November 2015

Date approved by Governing Body: 11 November 2015

Date for review: November 2019