



Hungerford Primary Academy
learn to love and love to learn

Anti-Bullying Policy

Implementation Date: January 2022

Reviewed: January 2024

Review Date: January 2025

Introduction

This document is a description of our current practice and procedures for the promotion of good behaviour and the prevention of bullying. The elements which make up this practice reflect the overall philosophy of the school and work in line with the Behaviour Management Policy.

Bullying, verbal, emotional or physical will not be tolerated in this school.

What is bullying?

Bullying is when the same pupil is repeatedly and deliberately harmed. The victim finds it difficult to defend him or herself against the perpetrator/s. The victim is the same pupil who is subjected over and over again to mean and hurtful actions by others. The purpose of bullying is to hurt, harm and cause distress. A victim may be physically weak, timid or might be new to a class with no circle of friends to support him or her. Pupils who do not share similar characteristics with their peers, for example their race and culture, their sexuality or their educational ability, can also be victimised through bullying. Sometimes pupils hurt each other by accident. A fight or falling out between two pupils of equal strength and status is not bullying. When such incidents arise the school will deal with these in line with our behaviour policy.

‘Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally’

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education).

There are many forms including:

- Physical: hitting, kicking, spitting, taking belongings
- Verbal: name calling, prejudice, insults and offensive remarks
- Emotional: spreading nasty stories, not speaking, exclusion from groups, malicious e mails or texts.

Impact

A child who is being bullied might experience trauma and distress. This could potentially impact on their emotional, mental, physical and social wellbeing that could subsequently affect their learning, their relationships, their aspirations for the future and their family life. Power is effectively taken away from the individual by the bullying behaviour of others. Sometimes, the bullying behaviour of others can lead a child to develop ways of coping and of reacting to the circumstance that are damaging to themselves and to others. Bullying is a behaviour that leaves people feeling helpless, frightened, anxious, depressed or demeaned. Actions can affect people in different ways and this should be taken into consideration. The

impact that an incident has on a child is more important than whether it is classified as bullying. It is imperative that we support our children to understand why bullying behaviour is wrong and to empower them to change their behaviour.

Prevention

At Hungerford Primary Academy we consistently work with our pupils to ensure that they feel safe and happy within the school environment. However, we also explicitly use PSHE, assemblies and circle time to help prevent all forms of bullying. This will include the following;

- Discuss bullying and its effects within classes
- Discuss bullying and its effects in assemblies and other collective times
- Share with children the school rules and reinforce these day to day in a positive way
- Discuss moral issues which encourage children to develop empathy with others
- Develop positive relationships with parents where possible to ensure a partnership approach to behaviour management
- Ensure that every child has a named person to go to for help if s/he feels unsafe
- Provide guidance and support for staff through the staff handbook and referral systems
- Use peer group pressure to actively discourage bullying
- Implement equal opportunities and anti-discrimination policies

Tackling and monitoring bullying incidents

Any incidents will be referred to a member of the Senior Leadership Team. When a parent or pupil reports a case of bullying, the SLT will decide if it is bullying, a conflict, fight or falling out between pupils. All cases that fulfil the criteria for bullying are dealt with in a systematic way and all pupils involved will be spoken to individually. After this, all those pupils who were involved in the bullying (not the victim) meet together as a group where they agree on how they will change their behaviour. Support for the victim is also identified. Follow up discussions with all pupils take place after an agreed amount of time to make sure that things are improving for the victim. All adults at the school receive basic awareness training about bullying (i.e. during their induction to the school and through staff meetings) and will report any concerns to the SLT. All incidents, discussions and actions are logged by the Teachers/Teaching Assistants involved on CPOMS (software application for monitoring and recording incidents and information). Parents of all those involved in a bullying situation are notified by the relevant teacher. However, discussions are primarily held between adults at the school and the pupils. All incidents, discussions and actions are logged by the Teachers/Teaching Assistants involved on CPOMS.

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It is EVERYONE'S responsibility to report bullying incidents. Children are encouraged and made to feel as safe as possible so that they may speak up early. All children's and parents' reports are investigated promptly and taken seriously.

Where an incident has not yet been established, the school takes the following actions:

- Discussion with children and parents
- Discussion with other staff members
- Referral to senior staff
- Discussion with staff and children who may have witnessed the incident(s).

Where a child has needed treatment due to a deliberate injury inflicted by another child, the Principal must **ALWAYS** be informed.

Where bullying has been established there is a range of sanctions which may be implemented depending on the severity and time span of the incidents:

- Discussion with parents
- Withdrawal of favourite activities
- Withdrawal from playtimes
- Lunchtime internal exclusions
- Exclusion from school

Where specific incidents of bullying have happened, the school will:

- Take any concerns from parents, children and staff seriously
- Support children who have been bullied
- Speak to all concerned
- Separate bullying groups if necessary
- Involve parents at an early stage
- Help children who have been bullied to build confidence and assertiveness
- Help children who have performed bullying acts to develop strategies to stay positive
- Impose appropriate sanctions
- Involve the police when required.

Please note, the school takes very seriously any incident where a child has knowingly misreported bullying and has made a false allegation against a child/group of children. Such vexatious allegations will also make the reporting child subject to the school's behaviour policy.

The school will endeavour to treat all involved with fairness and integrity. Where someone is dissatisfied with the treatment their child has received from a member of staff, the matter will be reviewed by the Headteacher. If there is cause for further dissatisfaction, the Headteacher will refer the matter to the board of governors for review.