

Harrison Primary School

Anti-Bullying Policy 2021-2023

STATEMENT OF INTENT:

At Harrison Primary School a Rights Respecting Ethos is embedded throughout our school. The children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school. The UNCRC is at the heart of Harrison Primary and is the basis for all of our policies. Bullying of any kind is unacceptable at our school. Everyone within our school has the right to feel safe, valued, protected and to be treated with respect and dignity (Article 28).

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves.

The main types of bullying are:

- ☒ Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- ☒ Physical - pushing, kicking, hitting, punching or any use of violence
- ☒ Verbal - name-calling, sarcasm, spreading rumours, teasing
- ☒ Racist - racial taunts, graffiti, gestures
- ☒ Sexual - unwanted physical contact or sexually abusive comments
- ☒ Homophobic - cause of, or focussing on the issue of sexuality
- ☒ Virtual/Cyber-bullying - use of email or texts

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

If bullying, or cyber-bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively. It is our collective responsibility as members of Harrison Primary School to report bullying in order to protect the rights of others within our school community. We ensure that all parents, staff and pupils have full access to this policy via the internet or school office and that the children are involved in the review/construction of this policy.

Aims and objectives of the anti-bullying policy:

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the schools Anti Bullying Policy is and follow it when bullying or cyberbullying is reported.
- All pupils and parents should be aware of what they should do if bullying or cyberbullying arises.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

We believe in Hampshire County Council's overarching vision that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and develops to their full potential. Our aim is for all children and young people to achieve the five outcomes of Every Child Matters; that is to:

- be healthy;
- stay safe;
- enjoy life and achieve their full potential;
- be interested and fully involved in the community they live in;
- achieve economic independence.

The needs of children/young people:

In particular, children and young people have the right to:

- be able to grow and develop in safety and free from prejudice and discrimination;
- be listened to and have their views taken into account;
- be treated with respect;
- belong to and be valued in their community;
- see their needs and interests at the heart of everything we all do.

(Hampshire Children and Young People's Plan, 2006)

The children and staff at Harrison Primary School share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

Staff support and training:

The school will ensure that all staff receives annual refresher training on the implementation of this policy alongside RRR refresher sessions. New staff induction will include Rights Respecting Schools input and policy awareness.

Supporting frameworks:

- The United Nations Convention on the Rights of the Child
- SEAL Documents
- Anti Bullying Alliance Materials
- Healthy Schools
- Harrison Primary School's own e-Safety training and policies

Assessment, monitoring, evaluation and reviewing:

This policy is reviewed on an annual basis by the school team and School Council (RRR Ambassadors).

The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Termly review of the effectiveness of interventions via SMT meetings
- Annual school questionnaires to parents and children
- School Council Review
- Review of PSHCE assessments
- Parental Self Evaluation Questionnaires
- Pupil Evaluations/Questionnaires

External support:

Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk

Kidscape – www.kidscape.org.uk

Childline – 080001111

Bullying Online – www.bullying.co.uk

Parentline plus – www.parentlineplus.org.uk

Cyberbullying.org – www.cyberbullying.org.uk

Involvement of parents/carers:

It is essential to involve parents when bullying has taken place, either in person or via mobile communication and social networking sites. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim.

We will ensure that:

- Parents are clear about the joint problem solving focus.
- They have been given enough notice.
- The meeting is uninterrupted.
- Parents' right to express their opinion is respected and they have an opportunity to have their say.
- The meeting is purposeful and ends on a positive note.
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Management of bullying incidents at school:

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Our RRR ethos and culture enables all children to learn about their rights and responsibilities with regard to bullying. Philosophy for children education is used as a vehicle to open dialogue between the children and promote a rights respecting relationship between pupils and adults alike. Class Charters are continually referred to as our 'Harrison Rights'.

If bullying occurs:

- A secure environment is provided in which incidents can be reported confidentially.
- A log is kept of bullying incidents (including the date of the incident/s)
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner
- All pupils should be aware/shown that bullying is taken seriously.
- Consistency is of the upmost importance in the recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The person who has bullied should be encouraged to behave in an acceptable way (refer to charters/UNCRC etc.).
- Interventions should be closely monitored and followed up appropriately.

- **Procedures:**
- Bullying and cyberbullying incidents are logged and reported
- Incidents will be reported to SENCO and SMT
- In serious cases of bullying parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This may involve, Teachers, Teaching assistants, ELSAs, SMT or Headteacher.
- The bullying behaviour is investigated and the bullying will be stopped quickly
- The bully/bullies will receive support to change their behaviour (e.g. ELSAs, Teachers and BST if necessary)
- All incidents will be followed up and monitored.

At Harrison we:

- Establish a clear code by which we behave through Rights Respecting Education. The UNCRC is at the heart of our school.
- Ensure that all children are aware of the behaviour classed as bullying and this is updated frequently through assemblies, philosophy for children, PSHCE integrated within the curriculum.
- Individual Education Programmes are made for children experiencing interpersonal and peer relationship difficulties.
- Adopt a 'no blame' approach.
- We monitor closely children who have Special Educational Needs
- A nurture group occurs for identified vulnerable children.

Confidentiality:

All members of staff should ensure that they are familiar with the school's confidentiality policy.

Linked policies:

Behaviour, safeguarding, PSHCE, e-Safety, ICT & Computing Acceptable Use Policies, Confidentiality and Equality Policies

Dissemination of the policy:

This policy is disseminated to parents through:

- Year Group Meet the Teacher meetings
- The school's website
- School newsletters

This policy is disseminated to staff at the beginning of every autumn term and to new staff as part of their induction.

This policy is disseminated to children through:

- PSHCE (fully integrated into the curriculum)
- Assemblies (linked to children's Rights and Responsibilities)
- Key national events such as Safer Internet Day
- Class Charters
- Integrated RRR Curriculum
- The Peer Mentor Scheme

Policy approved and adopted: September 2018

Due for review (every two years): September 2023