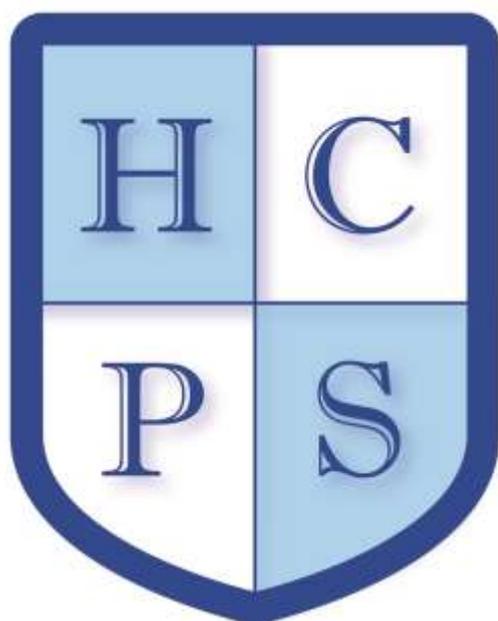


Hunslet Carr Primary School



Anti – Bullying Policy

High expectations
Caring
Positive attitude
Successful

Policy reviewed: September 2021

Next review: September 2022

High Expectations, Caring, Positive Attitudes and Successful

STRENGTHS OF OUR SCHOOL



The Children

Are well behaved, calm and polite
Are engaged, positive and resilient
Are supportive and helpful towards others
Have an input on important decisions
Have a sense of belonging

The Community

School supports the whole family not just the child
Recognises the importance of attendance
Spreads our growing reputation as a good school
Helps celebrate the children's achievements
Supports the school on improving behaviour

The Curriculum

Is a fun curriculum that is engaging
Maintains a strong focus on the basic skills
Is enriched through extra-curricular activities
Supports our most vulnerable children
Provides a rich variety of experiences & opportunities

The Staff

Develop nurturing relationships with children
Provide good quality teaching and learning
Support one another to help the children
Are consistent in how they treat children
Identify children's SEN needs early

THE CURRICULUM WE HOPE TO PROVIDE



Skills

Fluent and confident in Reading, Writing and Maths
Communicate with confidence
ICT skills fit for the future
Life skills – social, money, time, cooking
Safety skills – Swimming, healthy choices
Problem solving skills – Patience & Resilience

Attitudes

Confident, proud and independent
The believe that 'Impossible is Nothing'
Understand and celebrate a range of cultures
Take responsibility for themselves & others
Be honest and learn from their mistakes
Respectful, caring and helpful

Experiences

To have 1st hand experiences of...
Going away on a residential trip
Visiting a range of places of worship
A chance to look after an animal
Relevant trips to theatres/farms/beaches
Taking part in public performances
Work experiences & further education

Knowledge

High school ready English & maths
To know about local places of interest
To know where we are in the world
Life skills – money, time, cooking
Information about possible careers
To know major historical facts
To know their own strengths

Purpose of the policy

For all people connected with Hunslet Carr Primary School the school to understand how seriously the school considers bullying, why it is so damaging and what the school will do to deal with bullying when it occurs.

Adoption

The school governors at their meeting on **18th November 2021** adopted this policy. This is to be reviewed annually, or sooner if the need arises.

Principles and Values

At Hunslet Carr Primary School we take all forms of bullying very seriously. Children, parents and carers should be assured that they will be supported when bullying is reported, this includes cyberbullying, prejudice-based and discriminatory bullying.

Schools that don't recognise, acknowledge or understand the scale of bullying and downplay some behaviours related to bullying as 'banter' can create a culture of unacceptable behaviour, an unsafe environment and in worst case scenarios a culture that normalises bullying.

The school will seek ways to counter the effects of bullying that may occur within school or in the local community.

The ethos of our school fosters high expectations and outstanding behaviour and we will challenge any behaviour that falls below this.

We promote the values of respecting, caring and helping each other whilst having the responsibility to look after each other. When working towards this ideal, staff will reinforce the message that while children do not have to be friends with everyone, they must be respectful of everyone else's feelings and show care, courtesy and consideration to all.

Equality Statement In support of our Mission Statement

We are committed to advancing equality of opportunity and fostering good relations between people from different groups and cultures - eliminating unlawful discrimination, harassment and victimisation.

When implementing this policy we will take account of the racial, cultural and religious backgrounds of our children, those with disabilities, including those which affect behaviour and those with other relevant protected characteristics.

Staff will follow the equality policy, welcoming every child to our school. Staff must be careful not to highlight differences between children as this gives other children permission to use the difference to call names or tease.

Objectives of this Policy

- all governors, teaching and non-teaching staff, children and parents/carers should have an understanding of what bullying is
- all governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- all children and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally. Bullying can be short term or continuous over long periods of time.

Sometimes children can be unkind to others in word or deed without intending to dominate or bully, for example during a one-off incident between two normally well-behaved friends. Such behaviour wouldn't be considered bullying and dealt with using the school's Behaviour policy.

More recently there has been a recognition that children can abuse other children. This is called peer on peer abuse and that this can happen both inside and outside of school or college and online. Bullying in all forms is considered peer on peer abuse.

Bullying can be:

- emotional e.g. being unfriendly, excluding, tormenting
- physical e.g. kicking, hitting, punching or any use of violence
- racial e.g. taunts, graffiti, gestures
- sexual e.g. unwanted physical contact or sexually comments
- homophobic/transphobic e.g. the above actions directed at someone due to their sexuality
- direct or indirect e.g. said to someone or said about someone
- verbal e.g. name-calling, sarcasm, spreading rumours, teasing
- cyber e.g. such as email, text messaging or social media.

Bullying may be related to:

- race
- religion
- culture
- SEN or disability
- appearance or health condition
- home circumstances
- sexual orientation or gender.

Bullying can take place in the classroom, on the playground, in the toilets, on the journey to and from school, and on-line. It can take place during the school day, on the way to or from school, in the corridor, out of school, whilst on residential visits, day visits, in group activities and between families in the local community.

It is important to understand, that even if there are no reported incidents, it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding bullying, they should speak to either their AHT or a designated safeguarding leader.

Bullies and Victims

Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- the size of the individual
- the strength of the individual
- the number of people within a group
- anonymity – through the use of cyber bullying or social media.

Staff must remain vigilant about bullying and approach this in the same way as any other category of abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Staff should be able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour.

Children may not be aware that they are being bullied; they may be too young or have Special Educational Needs.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim which may persist into adulthood.

Support will be available for victims of bullying. Everybody has the right to be treated with respect.

Children who are bullying need to learn the impact of their behaviour and be supported to learn different ways of behaving.

Signs and Symptoms

A child may indicate by their behaviour that he or she is being bullied. Adults should be aware of these possible behaviours and that should investigate if a child:

- is frightened of walking to or from school, begs to be driven to school
- changes their routine, is unwilling to go to school or begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- cries themselves to sleep at night/has nightmares
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises, feels hungry or stops eating
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong and gives improbable excuses
- is afraid to use the internet or mobile phone
- is nervous and jumpy or lacks eye contact
- changes in attitude to people at home.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

When a report of bullying occurs:

- all known/reported incidences of bullying will be investigated
- all instances of bullying are recorded on Serious Incident form
- parents of the victim/alleged perpetrators will be involved
- if proven, the bully will face a range of consequences
- in some cases, outside agencies may be requested to support
- in serious cases, suspension or exclusion will be considered
- wherever possible, the children will be reconciled
- each case will be monitored to ensure there is no repeated bullying.

Prevention at Hunslet Carr Primary School

We use a variety of methods for helping children to prevent bullying through assemblies, PSHE, Internet Safety awareness lessons, worry boxes and activities during Anti-Bullying week.

Children are also consulted through the 'My School, My Health' Survey, organised by Leeds City Council. The results of which are shared with staff.

The ethos of the school means that all staff actively encourage children to have respect for each other and for other people's property. Good, kind and polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying. This will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff will reinforce expectations of behaviour as a regular discussion and will plan specific activities for focus weeks.

Staff must be vigilant regarding groups of friends together. Groups/gangs bring about the imbalance of power and must be broken up from around the central bully.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- writing a set of class rules/promises
- writing stories or poems or drawing pictures about bullying
- reading stories where bullying is the main theme
- making up role-plays about what to do through scenarios of bullying
- discussing why it matters that bullying is dealt with quickly.

If a child feels that they are being bullied then there are several procedures that they may be encouraged to follow:

- tell a friend
- tell a teacher or adult whom you feel you can trust
- write your concern and post it a 'worry box'
- tell a parent or adult at home whom you feel you can trust
- discuss it as part of your PSHE lesson/circle time.

When an incident of bullying has been reported, staff must be prepared to record and report each incident on a Serious Incident form.

In the case of racist, homophobic, transphobic or prejudice-based bullying, this must be reported to the Headteacher and recorded on a report hate crime form and returned to Leeds City Council.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

Incidents of bullying will be discussed with the Safeguarding Governor and shared with the Pupil Support Governing Board Committee.

Advice to Parents/Carers

As the parent/carer of a child whom you suspect is being bullied:

- try to raise your concerns with your child and explain you want to help them
- they may not want to tell you out of fear you will take their phone away from them, you will stop them from playing outside or that it will make the situation worse; these are all natural fears for children to have and you may want to talk these fear through with them
- if they tell you about bullying incidents. please inform the class teacher
- even if they don't tell you, but you suspect it is happening, please tell their class teacher
- in the case of cyber-bullying, take screen shots of the offensive, messages and use the reporting tools on social media apps to try to block the bully's access to the app
- if you want to, you can also call 101 and report the cyber-bullying to the police

Parents/carers **should not**:

- attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parent/carer
- encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Promotion of this policy

The policy & methods for reporting bullying concerns will be promoted in the school, e.g. in information packs for new families and staff, and through regular awareness raising activities with existing children and their families.

Monitoring, evaluation and review

The Headteacher will lead on the implementation of the policy. An annual report will be made to the Governing Body, including statistics about:

- the number of reported concerns
- monitoring information about the pupils concerned
- actions taken and outcomes.

Statistical information will be provided to the local authority as required. The school will review the policy annually and assess its implementation and effectiveness.

HELP ORGANISATIONS

For further help and advice, contact one of the following organizations:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

NSPCC Online www.nspcc.org.uk



Behaviour Referral to Headteacher/SLT

Child's Name		Year Group	
Time of Day (Break, Lunch, Lesson A)		Date	
Type of incident (Racist, homophobic fighting etc)			
Details of incident:			

Action Taken:
Details of family contact:

Headteacher/SLT signature: _____

