



# Harby Church of England Primary School

## **Antibullying Policy**

### EQUAL OPPORTUNITIES

#### INCLUSION AND EQUALITY STATEMENT

Inclusion is an approach and attitude that will help to give all children opportunities for success and development at school, both academically and socially, and will ensure they are valued as part of the school community. We strive to ensure that pupils' unique needs, differing learning styles and requirements are recognised, valued and supported. We recognise the entitlement of all pupils to a balanced, broadly-based curriculum. We try to have systems in place for early identification of barriers to their learning and participation so that all pupils can engage in school activities with others. We acknowledge the need for high expectations and suitable targets for all children. We actively seek to encourage equity and equality through our teaching. No gender, race, ethnicity, social and economic background, Special Educational Need or Disability will be discriminated against. The school's Disability Equality Scheme will be followed and the use of stereotypes will always be challenged.

#### STATEMENT OF INTENT

At Harby C of E Primary School we are committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a relaxed and secure atmosphere. We work together to foster care and respect for each other, and encourage children to take responsibility for their actions and behaviour. Bullying of any kind is unacceptable, and staff, pupils and parents have a responsibility to ensure that bullying does not happen. If bullying does occur, all pupils should be able to tell a suitable person and know that incidents will be dealt with promptly and efficiently.

#### IMPLEMENTATION

At Harby C of E Primary school we aim to create a learning environment that encompasses the whole child. We want to help them to become well rounded children that understand their own value and the value of others. Through our Christian values, Route to Resilience program (appendix 1) and School Code of Conduct (appendix 2) we encourage children to develop a wide range of character strengths that will support them well into their future education and adult lives. Christian values and character strengths such as tolerance, compassion, respect, friendship, open-minded and kindness underpin the ethos of the school and help us to create a school community that understands that bullying is not acceptable.



## DEFINING BULLYING

There is no legal definition of bullying, but it is generally defined as repeated action taken by one or more people with the deliberate intention of hurting, frightening or upsetting another person. This action is often taken against others who would have difficulty defending themselves, asking for help or speaking out in their own defence, and can therefore also be defined as an abuse of power.

Bullying can be, but is not limited to:

- Emotional ~ being unfriendly, excluding, tormenting (e.g. hiding books, threatening, gestures).
- Physical ~ pushing, kicking, hitting, punching, spitting, or any use of violence.
- Racist ~ racial taunts, graffiti, gestures.
- Sexual ~ unwanted physical contact or sexually abusive comments. Verbal name calling, spreading rumours, unwanted teasing.
- Cyber ~ All areas of the internet such as e-mail & internet networking site misuse, mobile threat by text messaging & calls, misuse of associated technology, i.e. camera & video facilities. (See Acceptable Use of the Internet Policy)
- Homophobic ~ Homophobic bullying is when people behave or speak in a way which makes someone feel bullied because of their, or their family members' actual or perceived sexuality
- Discriminatory bullying against any persons because of protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- Bullying is something that happens several times on purpose and causes upset, offence, emotional or physical hurt and distress

Bullying is not...

It is very important to remember that bullying is NOT the odd occasion of falling out with others, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if this is done repeatedly, over a period of time, and on purpose.

Children sometimes fall out or say things because they are upset with someone else or a situation. When occasional problems of this kind occur, it cannot be classed as bullying. It is an important part of all children's development to learn how to deal with conflict and friendship breakdowns. We will support children to learn how to deal with these situations and develop the appropriate social skills to deal with or repair relationships.

## SIGNS AND SYMPTOMS



A pupil may signal by signs or behaviour that she/he/they is/are being bullied. Adults should be aware of these possible signs and should investigate if a pupil:

- Is unwilling to go to school [school phobic]
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries him/herself to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money [to pay bully]
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

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

## ROLES AND RESPONSIBILITIES

### THE ROLE OF THE GOVERNING BODY:

This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Governing Body monitors the effectiveness of the school policy regularly through the Head Teacher's termly reports.

The Head Teacher is required to keep accurate records of any incidents or accusations of bullying that may occur, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

### THE ROLE OF THE HEAD TEACHER:

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school, children's attention is drawn to this fact at



suitable moments, as well as in PSHCE lessons (across whole school) and assemblies. The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

#### THE ROLE OF THE CLASS TEACHER:

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Teachers, who become aware of any bullying taking place will deal with the issue immediately. If a child is repeatedly involved in bullying other children, the child's parents are invited into the school to discuss the situation. In more extreme cases, for example, where these initial discussions have proved to be ineffective, the Head Teacher has the option of seeking advice from external support agencies. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, with reference to our Christian values and character strengths, we aim to prevent incidents of bullying.

#### THE ROLE OF PARENTS

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's policy and to actively encourage their child to be a positive member of the school. There is a child friendly leaflet which simplifies this policy and our school procedure, Appendix 2. This is given to all pupils at the start of each academic year, and to other pupils if they arrive at Harby C of E Primary mid-year. Copies will also be available outside the main office for pupils to help themselves should they need it. It is also uploaded on the school website.

#### ADVICE FOR PUPILS

##### WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Wherever you are in the school you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you it is important to remember that there are people who can help you. TELL someone, preferably your teacher but all adults in our school are approachable and ready to listen. When you tell an adult, it is important to give as many facts as you can (What, Who, Where, When/How often, Why, How). Never be afraid to do something about it quickly. Always remember to talk to others about how you are feeling.

##### WHAT CAN YOU DO IF YOU SEE SOMEONE ELSE BEING BULLIED? (THE ROLE OF THE BYSTANDER)



It can be very scary to see someone being bullied, but ignoring bullying is unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in harm's way.

Here are some useful tips on what you can do as a bystander:

- Remember not to smile or laugh at the situation
- It is important not to rush over and take the bully on yourself
- It is important not to rush over and join in
- If safe to do so, encourage the bully to stop bullying
- If you can, let the bully know you do not like his/her/their behaviour
- Get help from any adult at the school
- Tell a member of staff as soon as you can
- Try and befriend the person being bullied
- Tell the person being bullied that he/she/they must tell a member of staff

## RELATED POLICIES

This policy should be read in conjunction with our Behaviour Policy, Equality statement and our PSHCE Policy.

## IMPACT

All incidents or allegations of bullying are reported to the Head Teacher who refer to this policy. The Head Teacher reports all incidents, or allegations, of bullying to Governors in the 'Head Teacher's report to Governors', as well as on an ad hoc basis on request. The effectiveness of this policy is also reviewed by the Chair of Governors.

The impact of this policy will be to support our vision of a school environment free from bullying.

## IMPLEMENTATION AND REVIEW DATE

This policy was approved and adopted for use on: .....

Signed: .....

Date for review: .....

## APPENDIX

### APPENDIX 1

Route To Resilience Character Strength words. (updated September 2020)



### APPENDIX 2

Code of Conduct

1. Show respect and good manners at all times.
2. Follow instructions with thought and care.
3. Care for everyone and everything.

### APPENDIX 3

### If you are being bullied



Don't let the bully see that you are upset or crying.



Don't get angry with the bully and hit them.

### You can try to stop the bully by



Looking at the bully in the eyes and telling them to go away.

Or don't speak to the bully and walk away



### Tell someone you trust

Remember it is **not your fault** that you are being bullied.

## Leicestershire Anti-Bullying Team



Just walk  
away



Tell  
someone



It's not  
my fault



[www.beyondbullying.com](http://www.beyondbullying.com)



0116 3055100



This leaflet was made easy to understand by Leicestershire Valuing People Team using images from NSPCC/Triangle, Blackwell Publishing and CHANGE picture bank.

Some people may need someone to support them to go through this information so that they understand.

### What is bullying?

Bullying is where someone hurts or frightens you on purpose. Bullying is when it happens more than once.

#### Bullying is



having nasty text messages, emails or telephone calls.



when someone kicks, hits and pushes you or when someone touches you when you don't like it.



when you feel sad by being left out of a group of friends.



when you have been teased or when people say nasty things about you.

### Who can I tell?

Do not try to deal with problems on your own. There is always someone who can help.

A **helping hand** is when you think of 5 people who you would tell if you are being bullied.



**Who is on your helping hand?**  
Can you think of 5 people you can tell?



**Do not blame yourself.**  
It is **not** your fault that you are being bullied.