



# Hoyland Springwood Primary School

## Anti-Bullying Policy



Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and we treat one another with respect and kindness. Hoyland Springwood is an inclusive school and we pride ourselves on being warm and welcoming to all. We respect and celebrate our differences and the things that make each of us special.

### Aims and Purpose of the Policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

This policy should be read in conjunction with related policies e.g. Personal Development, Behaviour & Wellbeing, Safeguarding & Child Protection.

### Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class

- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation

No form of bullying will be tolerated and all incidents will be taken seriously.

### **Reporting Bullying**

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, Mrs Parker (Deputy Headteacher & Behaviour Lead), Mrs Hunt (Headteacher & Designated Safeguarding Lead), Miss Waugh (Inclusion Leader), Miss Smith (Parent Support Adviser) or any other teacher
- Tell a friend who in turn can help them tell a teacher or staff
- Tell any other adult in school – such as lunchtime supervisors, teaching assistants or the admin staff
- Tell an adult at home
- Report anonymously through the school Worry Box
- Call Childline to speak with someone in confidence on 0800 1111

### **Reporting – Roles and Responsibilities**

**Staff** - All school staff, both teaching and non-teaching (for example, SMSAs, Mr Hall (Site Manager), cleaners, admin staff) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The Anti-bullying Lead is Mrs Parker (Deputy Headteacher & Behaviour Lead).

**Senior Staff** - The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the Anti-bullying Policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

**Parents & Carers** - Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office – all communication should be marked for the attention of either Mrs Parker (Deputy Headteacher & Behaviour Lead) or Mrs Hunt (Headteacher).

**Pupils** - Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

## **Responding to Bullying**

When bullying has been reported, the following actions will be taken:

- Staff will record the report of bullying on CPOMS and alert class based staff and the Safeguarding Team.
- A senior member of staff will investigate any incidents that need be investigated.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. This will include regular check-ins with a trusted adult.
- CPOMS will be monitored for any further incidents.
- Staff will pro-actively respond to the bully who may require support.
- Designated school staff will monitor information recorded on CPOMS analysing and evaluating the results.
- Staff will decide whether to inform parents/carers and where necessary involve them in any plans of action.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.
- A termly report will be made to the governing body in relation to any bullying allegations which may have been made.

## **Bullying Outside of School**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy. There are challenges to investigating and managing bullying issues which occur outside of school but the school is committed to supporting our children. We appreciate that we have a responsibility to deal with eSafety incidents, including cyber-bullying, even where these take place outside school. Where concerns are raised about bullying involving a pupil from another school, every effort will be made to work with the child's school to manage the situation and provide support.

## **Derogatory Language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log. Staff should be vigilant for any suggestion of exposure to extremist views in pupils' use of language.

## **Prejudice-based Incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## **School Initiatives to Prevent and Tackle Bullying**

We use a range of measures to prevent and tackle bullying including:

- A child-friendly poster is in the process of being developed. This will be displayed in classrooms, to help ensure that all pupils understand and uphold the Anti-bullying Policy.
- The PSHCE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Fortnight.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Playground buddies offer support to all pupils, including those who may have been the target of bullying.
- Restorative justice approaches provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the School Council and Digital Leaders.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

## **Training**

The Behaviour Lead, in conjunction with the Headteacher, is responsible for ensuring that all school staff, both teaching and nonteaching (including admin staff, SMSAs, Site Manager and cleaners) receive regular training on all aspects of the anti-bullying policy.

## **Monitoring and Reviewing**

The Headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. The policy is annually, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date written: 10<sup>th</sup> December 2019

Headteacher signed:

Chair of Governors signed:

**This policy is to be reviewed December 2021**