

Highfield CE Primary School Anti-Bullying Policy 2024



Highfield
C.E Primary School

Approved by:

The Governing Body

Date: 22.08.24

Last reviewed on:

22.08.24

Next review due by:

22.08.26

'Love your neighbour as yourself.'

Matthew 22 verse 39

Rationale

At Highfield CE Primary School we celebrate our Christian foundation and value all children and adults, treating everyone with equal consideration and mutual respect. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. We believe;

'Every child deserves to learn in an environment where they are loved, supported and respected.'

Bishop Jonathan Frost, Bishop of Portsmouth

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Aims

- All governors, teaching and non-teaching staff, pupils and parents 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 pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- Bullies will be taught different ways of behaving.

What Is Bullying?

The department of Education defines bullying as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

Bullying can be:

- *Emotional* - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- *Physical* - pushing, kicking, hitting, punching or any use of violence
- *Racist* - racial taunts, graffiti, gestures
- *Sexual* - unwanted physical contact or sexually abusive comments
- *Homophobic, biphobia & transphobic (HBT)* - because of, or focussing on the issue of sexuality
- *Verbal* - name-calling, sarcasm, spreading rumours, teasing
- *Online/Cyber* - All areas of internet, such as email and internet chat room misuse mobile threats by text messaging and calls misuse of associated technology, i.e. camera and video facilities.

As a school we have the power to deal with the below forms of bullying:

- In-school bullying (anywhere in the premises)
- Out-of-School bullying (on the journey, outside of school, involving school pupils)

- Online/Cyber-bullying (using smartphones, social media, online games etc.)

Signs and Symptoms

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

- is frightened of walking to or from school
- changes their usual routine (E.g. wants to be driven rather than walk to school)
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves 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 which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Procedures

These will follow the guidelines as set out in the Behaviour Policy and will include:

- Report bullying incidents to staff
- All cases of bullying or suspected bullying will be recorded by staff on CPOMs
- We will challenge discriminatory and dehumanising language towards gender questioning children, those who have already socially transitioned and transgender adults
- We will challenge repeated mis-naming which is deliberate and intended to cause harm.
- We will challenge any physical harm or sexual harassment.
- We will challenge cyberbullying towards a person because they are gender questioning or identifying as transgender.
- We will deal decisively with any HBT bullying incidents utilising the challenge, report and support framework. (**challenge** unacceptable behaviour, including setting standards of acceptable behaviour and reinforcing a culture of dignity and respect; **Supporting** the children/young person who has been bullied (and sometime the child/young person who has displayed bullying behaviour and any non-intervening bystanders); **Reporting** what has happened and monitoring those reports.

- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

The school should seek professional advice and consult outside organisations for information as appropriate. Some useful contacts are:

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	08088 020 008
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

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We proactively PREVENT bullying and we TACKLE any bullying which occurs, especially on the basis of protected characteristics.

We will ensure all the members of our school community know and feel that **who** they are is valued, **what** they have experienced in life is understood, and **how** they live and practice what they believe is respected. As a church of England school we will ensure our school culture sends a clear message of welcome and inclusion to children, young people and adults who are LGBT+, together with explicit communication about the unacceptability of HBT bullying.

During PSHE lessons our children will learn (age appropriate):

- There are different families including LGBT+ families.
- We will tackle HBT language and behaviour
- We will ensure children have an awareness of LGBT+ people in community/society
- Learn about difference

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules as a class, discussing positive behaviour
- promoting reciprocity within BLP
- signing a behaviour contract or class charter
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- engaging in anti-bullying week

- teaching children about bullying and cyber bullying within ICT and PSHE lessons
- having discussions about bullying and why it matters

Other relevant School Policies

Behaviour, PSHE & Citizenship, Teaching and Learning, Equality & Diversity, E-Safety