



HAWKESLEY CHURCH PRIMARY ACADEMY

Anti-Bullying Policy

“Let your light shine” Matthew 5:16

1. Rationale

At Hawkesley Church Primary Academy we believe that bullying, including cyber bullying, homophobic bullying, biphobic bullying, transphobic bullying (along with anything that violates the equalities act) is undesirable and unacceptable.

- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear. All of us have a responsibility to ensure that we do not abuse or bully others
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

Bullying can be, but not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

- **Prejudice-based:** Behaviour motivated by prejudice based on an individual's actual or perceived identity, it can be based on characteristics unique to a child or a young person's identity or circumstance

- **Discriminatory bullying:** repeated behaviour which violated the equalities act

2. Consultation Process

This policy is the result of a process of consultation with the following groups from across our community; staff, pupils and Local Academy Board Members.

3. Review of policy

In line with all policies, this policy will be reviewed after 2 years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, Local Academy Board Members/trustees, and people from other organisations involved with the life of Hawkesley Church Primary Academy. Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by Local Academy Board Members at each full governor body meeting.

4. Definition of Terms

What is Bullying?

Through the consultation process, Hawkesley understanding of bullying is as follows:
"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

5. Aims and Objectives

The aim of our anti-bullying policy is:

- To assist in creating an ethos in which attending Hawkesley Church Primary Academy is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at Hawkesley
- To enable everyone to feel safe while at Hawkesley and encourage pupils/children/young people to report incidents of bullying
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of the school community
- To ensure all members of our community feel responsible for helping to reduce bullying

The objective of our anti-bullying policy is:

- To ensure our whole community can evidence ownership of the school/setting anti-bullying policy
- To maintain and develop effective listening systems for children, young people and staff within Hawkesley Church Primary Academy
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school/setting community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school/setting community effectively on the subject of bullying.

- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations

6. Practice and Procedures

What we do to prevent bullying:

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. They must be supportive of each other, provide positive role models, convey a clear understanding that we disapprove of unacceptable behaviour, be clear that we all follow the ground-rules of Hawkesley and support each other in the implementation of this policy.

- All members of the school community are expected to report incidents of bullying
- All Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being
- They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school/setting policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school council, PSHE etc
- Through the head of school/senior staff member, keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is responsible for the monitoring of the policy

Local Academy Board Members have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Have a named governor (Rev. Larry Wright) to lead on anti-bullying within school leadership
- Through the development and implementation of this policy, Hawkesley Church Primary Academy trusts that all children, young people, parents/carers and staff will:
- Feel confident that everything is being done to make Hawkesley Church Primary Academy a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

Reacting to a specific incident

Recording

- All incidents, will be recorded by the school/setting on the appropriate paperwork

- A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.
- Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with.
- All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school/setting will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

i) The school/setting community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted

School expects to support all involved by:

- Talking the incident through with all parties involved
 - Supporting the person who has been bullied to express their feelings
 - Supporting the person displaying the bullying behaviour to express their feelings
 - Discussing which rule(s) have been broken
 - Discussing strategies for making amends
- ii) Measures will be in line with the school's behaviour policy, and may include:
- Explanation why the inappropriate behaviour is unacceptable
 - Reparation of damaged relationships
 - Time away from an activity
 - Meeting with staff, parent and child
 - Missing another activity
 - Formal letter home from the senior staff member/head of school expressing concerns
 - Time out from the classroom Pastoral Support Plan
 - Fixed term exclusion or permanent exclusion
- iii) Safeguarding procedures will be followed when child protection concerns arise.

Member of staff in charge
Headteacher

Policy Updated: September 2022

Agreed by Local Academy Board Members:

Review Date: September 2023