

Homefields Primary School

Anti-Bullying Policy

2023-2024



Be Kind, Be Courageous, Be Respectful

Policy review dates and changes

Review date	By whom	Summary of changes made	Approved by
November 2020	G. Heald	Update to list of supporting websites.	FGB
Sept 2022	D. Rollerson /G. Heald	Added MH&WB Policy links Added to description of bullying Links between parent and Head to resolve issues. Support for both Victim and perpetrator in line with MH&WB Policy Addition of recording on CPOMs	
Sept 2023	D. Rollerson		

Homefields Primary School

Anti-Bullying Policy

Statement of Intent

At Homefields Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a stimulating, purposeful and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed, or invited to deliver services at HPS. We recognise our responsibility to safeguard all those who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and all other forms of bullying.

The school has a 'duty of care' towards its pupils with regard to bullying in that the Headteacher and staff stand in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm.

This policy takes full account of the school's legal obligations under the Education and Inspections Act of 2006, the Equality act of 2010 and Children's act 1989. Homefields Primary school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. Whilst it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear. We encourage children to use the School Core Value of Be courageous to ensure they 'speak out' and say 'No' to any behaviour towards them or towards another that worries or upsets them.

This policy is closely linked with our Relationship & Behaviour Policy, our Safeguarding Policy, our Code of Conduct, our Mental Health & Wellbeing Policy, the school's vision, Aims and Values and our PSHE policy.

Aims of this policy

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils. We aim to:

- Promote our Schools Core Values of Being the best that we can be by Being Kind, Being Courageous and Being Respectful
- Create an ethos in which school is a positive experience for all members of the school community.

- Make it clear that all forms of bullying are unacceptable at our school and ensure everyone has a responsibility in combating bullying.
- Listen to and respond to pupils' concerns, dealing with bullying effectively.
- Support and protect victims of bullying and ensure they are listened to.
- Help and support the perpetrator to change their attitudes as well as their behaviour and understand why it needs to change.
- Liaise with pupils, parents and other appropriate members of our school community.
- Ensure consistency in practice within our school community.

Bullying

'Deliberate behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group' (Hurtful, upsetting, frightening, coercive or threatening behaviour). Bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence and low self-esteem. Bullying generally fits into one or two categories; emotional and physically harmful behaviour.

Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can instigate bullying. The nature of bullying is constantly changing and evolving as technology develops.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Methods of bullying can be and not exclusive of:

Verbal – any words used to hurt or cause deliberate offence, comments about size, appearance, sex, odour, clothing, academic or other abilities, home life, social circumstances, race, religion, spreading rumours or any other comments designed to be hurtful or used to intimidate.

Physical – hurting others e.g by kicking, hitting, pushing and pinching.

Sexual – unwanted physical contact or sexually abusive comments due to the sexual orientation of the person or being of the opposite sex.

Cyber bullying – The rapid development of and widespread access to technology has provided a medium for 'virtual bullying' which can occur in and outside of school. Cyber-bullying is a different form of bullying and covers all areas of internet use,

such as e-mail and internet chat room misuse, video hosting sites, instant messaging, APPs, text messaging, calls and photo's, misuse of camera, video and webcam facilities.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying outside the school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises to such an extent as is reasonable. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops or in a town or village centre.

Where bullying outside the school is reported to school staff, it should be investigated and acted upon. The Head Teacher should also consider whether it is appropriate to notify the police or anti-social behaviour co-ordinator in their local authority, of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of public, the police should always be informed.

In all cases of misbehaviour or bullying, the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

The Head Teacher will contact parents of those children involved and work closely with them to resolve the issues.

Prevention of bullying

Preventing and raising awareness of bullying is essential to keeping incidents at our school to a minimum. This is why at Homefields Primary School our School Core Values of Kindness, Courage and Respect. We believe that our 5 attitudes to learning will enable children to become more effective learners and responsible members of society.

Responsible – To be responsible for our own behaviours and actions

Resourceful – To find ways to manage our behaviours to others in a positive manner.

Reflective – To reflect on how our actions can impact on others.

Reciprocal – To work together to create an environment where everyone is safe and valued.

Resilient – To remain positive and find a way to resolve things positively.

Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is/is not and address how we can prevent or what we should

do in the event of bullying. Pupils are taught to speak to an adult in school if they are concerned that someone is being bullied. Our 'Core Values' are displayed in the communal area of the school hall and in every classroom. Our children are taught explicitly about them, what it means for them and others when they follow them and when they don't.

Our weekly 'Golden Time' reward celebrates the children's achievements each week in following the Schools Core Values. We believe in "catching children being good" and "setting them up to succeed". Staff will respond with praise. This may be in public or private, and by verbal or non-verbal praise, with the adult using their knowledge of the child.

Every child has a sense of personal responsibility for his/her own actions. Staff use rewards and praise for positive behaviour in and around school. Teachers support children in line with the school's behaviour policy and where there are significant concerns over a pupil's behaviour, the school will work with parents to strive for common strategies between home and school. Every year the school participates in Anti-Bullying Week, where we teach about bullying explicitly to every year group across the school.

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Code of Conduct

The members of staff at our school pride themselves on being encouraging and supportive role models for our children. The way in which adults behave towards one another and to pupils is particularly important in terms of providing positive role models.

At Homefields we:

- Show respect for every child and adult at and those visiting our school.
- Are aware of vulnerable children (e.g. looked after children, traveller).
- Avoid favouritism.
- Apply the school's Relationship and Behaviour policy fairly.
- Avoid labelling.
- Have high expectations of all our pupils.
- Actively support the 'can do' and praise culture within school.
- Foster respect and tolerance of others and their beliefs.
- Seek to create a happy, stable and caring school in a safe environment.
- All staff, visitors and governors will set a good example to children at all times.
- Every child has a sense of personal responsibility for his/her own actions.

Pupils also have a responsibility to role model appropriate behaviour for their peers.

- Show the Schools Core Values of being kind to others and themselves.
- Show the Schools Core Values of being respectful to their peers and adults within the school community.
- Show the Schools Core Values of having courage to stand up for what is right.
- Being sensitive and tolerant of the needs, beliefs and views of others.
- Support the 'can do' and praise culture within school.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher/Assistant Headteacher or senior members of staff.

In any case of alleged bullying, either the Class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions towards the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded on the bullying incident form. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child/children and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Both the victim and the perpetrator will have support to discuss the behaviours/emotions and consequences to support their mental health & wellbeing.

Recording of Incidents

At Homefields Primary School we;

- Monitor and review incidents of behaviour using our behaviour Incident Forms and look for any patterns or repeated incidences by the Learning mentor and Head Teacher

- Keep a record of individual incidents of bullying on My Concerns.
- Compile an annual record of bullying incidents to ensure that an annual analysis of the bullying record is undertaken by the school including members of the senior leadership team and the governing body.
- The Headteacher will report incidents of bullying to the governing body.

Guidance for pupils

If you are being bullied;

- Remember it is not your fault.
- Try to stay calm.
- Try to be firm and clear – if possible, ask them to stop and tell them how you feel.

After you have been bullied:

- All bullying is wrong and you do not have to stay silent about it.
- Tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.

When you are talking to an adult about bullying be clear about;

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.
- How it made you feel.

If you experience bullying by mobile phone, text messages or e-mail;

- Don't retaliate or reply.
- Save the evidence do not delete anything.
- Make sure you tell an adult who you trust.
- Contact your service provider or look at their website to see how and where to report incidents.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

For contacts and details of where to seek help outside of school please see appendix 2.

Guidance for parents/carers

If your child reports an incident to you:

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately.
- Make an appointment to see your child's class teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve or if problems continue.

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Head teacher and keep a record of the meeting.
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening.
- If you require any further support then please contact the Local Authority.

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.

- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher and explain the problems your child is experiencing, as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child about how things are going at school and reassure them that school staff members and yourselves are there to support them.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful to whom they give their mobile phone number and e-mail address to and who they allow to 'follow' them on social media.
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages.
- If the bullying involves a pupil from school contact the school to report this.
- Contact the service provider to report the incidents.
- If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

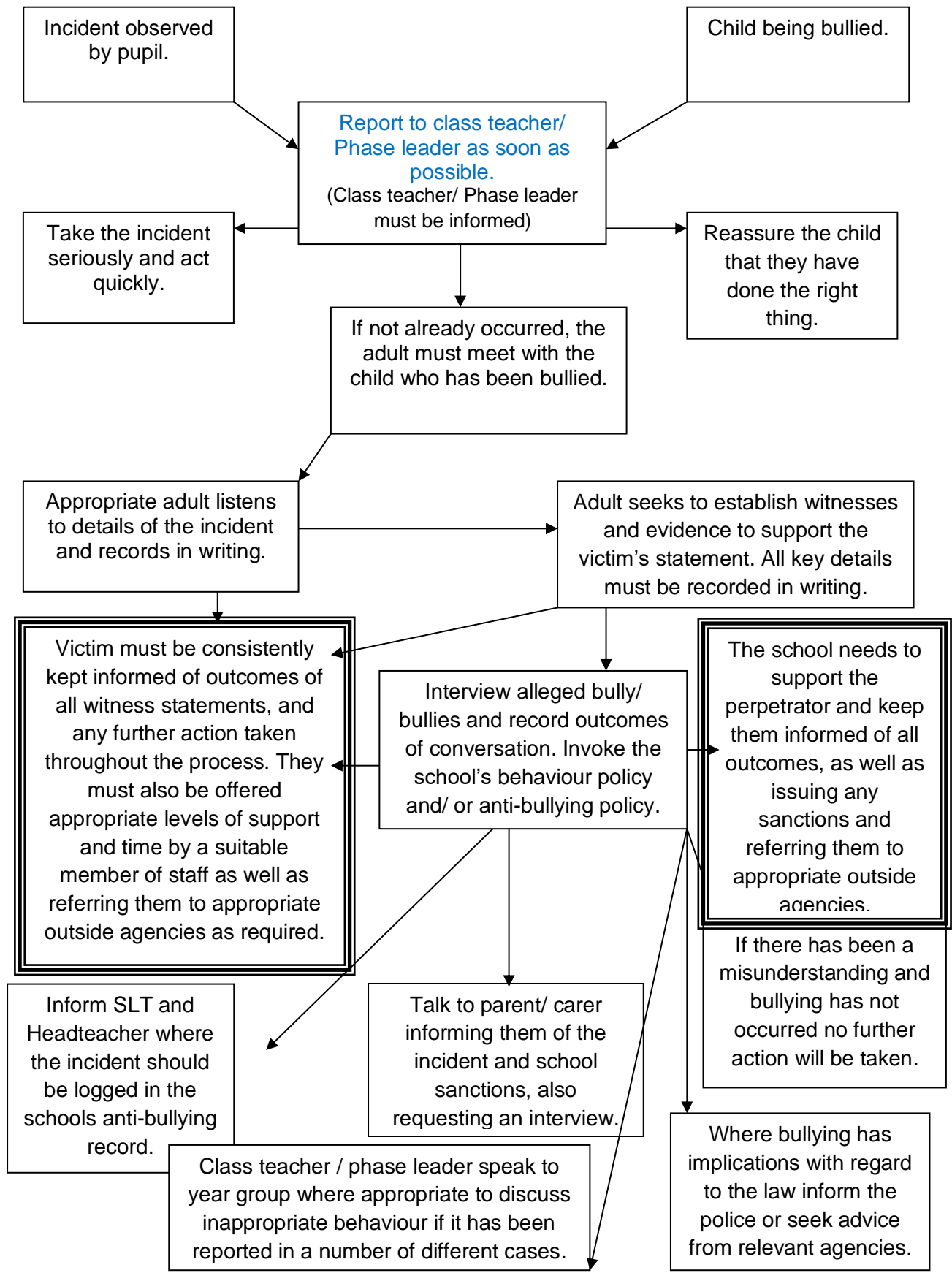
Roles and Responsibilities

The Head teacher has overall responsibility for the policy and its implementation and liaising with governing body, parents/carers, LA and outside agencies.

The Anti-bullying Co-ordinator at our school is Gail Heald.

The nominated governor with the responsibility for Anti-bullying (behaviour) is Mark Thornely.

Appendix 1 – Anti-bullying immediate response chart



Appendix 2- Organisations That Can Offer Support

Derby City Council does not necessarily endorse all the views expressed by these organisations

Local Organisations	
Derbyshire information, advice and support service for SEND https://www.derbyshireiass.co.uk/parents-and-carers/information-and-advice/bullying.aspx	

National Organisations	
https://www.safespeak.org.uk/	ChildLine Offers a free, 24-hour helpline and counselling service for children in distress or danger. Tel: 0800 1111 Bullying and cyberbullying Childline
Bullying at school Bullying UK	Bullying (youngminds.org.uk)
Kidscape Provides training for professionals, courses for bullied children, a helpline for parents of bullied children and books, videos, free booklets and leaflets about the prevention of bullying, many in several languages. Tel: 020 7730 3300 www.kidscape.org.uk Help With Bullying (kidscape.org.uk)	National Society for the Prevention of Cruelty to Children – NSPCC NSPCC aims to end cruelty to children. Works with children and families, as well as influencing public policy and attitudes. Tel: 0207 825 2500 www.nspcc.org.uk
Anti –Bullying Alliance - ABA Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn. Tel: 020 7843 1901 www.anti-bullyingalliance.org.uk	Advisory Centre for Education Advice line for parents on all procedural matters concerning schools. Tel: 0808 800 5793 http://www.ace-ed.org.uk/advice/tackling-bullying/

<p>Ofsted Inspects and regulates to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. https://www.gov.uk/bullying-at-school</p>	<p>Act Against Bullying A national charity which highlights new forms of bullying, particularly bullying through social exclusion. Tel: 0845 230 2560 www.actagainstbullying.com</p>
<p>Bullying Online Provides an email service for children and young people as well as online help and information, for schools as well as pupils. www.bullying.co.uk</p>	<p>Actionwork A multimedia organisation that uses film, theatre and other creative arts to explore and tackle issues that affect young people, in particular bullying. Tel: 01934 815163 www.actionwork.com</p>
<p>Children's Legal Centre Provides legal advice, information, assistance and representation to children, parents/ carers and professionals working with children. Tel: 0800 7832 187 www.childrenslegalcentre.com</p>	<p>Educational Action Challenging Homophobia – EACH Established to challenge homophobia in education. Tel: 0808 1000143 www.eachaction.org.uk</p>
<p>Diana Princess of Wales Memorial Award for Young People The Diana Anti-bullying Award is open to primary schools, secondary schools and youth organisations. Tel: 0845 3372987 www.diana-award.org.uk https://www.antibullyingpro.com/support</p>	<p>National Autistic Society Champions the rights and interests of all people with autism and seeks to ensure that they and their families receive quality services appropriate to their needs. Tel: 0845 0704004 www.autism.org.uk</p>
<p>Mencap Mencap fights for equal rights for people with learning disabilities and their families and carers, and provides housing and employment support. Tel: 020 7454 0454 www.mencap.org.uk</p>	<p>The Samaritans Tel: 08457 909090 www.samaritans.org</p>
<p>National Children's Bureau Promotes the voices, interests and well-being of all children and young people across every aspect of their lives. As an umbrella body for the children's sector in England and Northern Ireland, provides information on policy, research and best practice. Tel: 020 7843 6000 www.ncb.org.uk</p>	<p>Parentline Plus Offers help and support through a range of free, flexible and responsive services by working for and with anyone who is parenting a child. Tel: 0808 800 2222 www.parentlineplus.org.uk</p>