

## Hawksworth Wood Primary School

### Anti-Bullying Policy

<b>Agreed by the Governing Body</b>	February 2017
<b>Chair of Governors or Committee Chair</b>	Mrs J Parr
<b>Review Date</b>	Spring/ Summer 2019
<b>Review Schedule</b>	Annual/ <b>Biannual</b> / 3 Years

At Hawksworth Wood Primary School we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to swiftly.

Everyone at our school has the right to:

- learn in a safe environment
- feel safe - both physically and emotionally.

It is the responsibility of every member of our school community to ensure that these rights are maintained. At Hawksworth Wood Primary we promote and recognise good behaviour and make it explicit that bullying, of any kind, is a form of anti-social behaviour and will not be tolerated.

#### Policy Aims

- To clarify and define what bullying is
- To set out the school's stance on bullying and our response to any incidents of bullying.

This policy should be read in conjunction with Hawksworth Wood Primary Behaviour & Discipline Policy.

### What is Bullying?

Bullying is any deliberate, persistent behaviour by an individual or a group which knowingly causes emotional or physical hurt towards another. It is repetitive, involves an imbalance of power, happens on purpose, and encompasses all forms of communication.

The above definition agrees with the information set out in Department for Education document 'Preventing and Tackling Bullying, 2014' and definitions provided by the Anti-Bullying Alliance.

It is important we all understand that bullying is not occasional falling out or conflict, which although can cause hurt and serious distress, it is not bullying.

### Response to Incidents or Allegations of Bullying

If bullying is suspected, and/or reported, details should first be given to our Lead Pastoral Team member, Mrs G. Clinch.

A member of the senior leadership team and the class teacher will be informed and an initial investigation will take place. When investigating an incident of bullying, discussions with the children should be appropriate to their age and understanding. The adult should remain neutral, use open questioning and avoid language or a manner which may be interpreted as accusatory.

Dealing with incidents of bullying is the responsibility of every member of staff and we all take reports seriously. It is the school's responsibility to assess the incident and to determine the appropriate action that should be taken.

## Hawksworth Wood Primary School

Actions taken in response will be determined by the investigation outcome and the nature of the incident.

Sanctions/actions for the perpetrator may include:

- Loss of privileges in school
- Reduced or complete removal from playtimes/lunchtimes
- Excluded from after school clubs
- TIME OUT - Withdrawn from the classroom and peers
- Individual behaviour plan
- Home/school behaviour log
- Involvement from external agencies
- Formal exclusion from school

Pupils who have suffered distress as result of bullying and/or conflict with another pupil will be supported. This support is likely to include:

- Dedicated opportunities to talk about the incident with a member of staff
- Reassurance and emotional support
- Counselling/mentoring sessions
- Regular individual checks on wellbeing for a time after the incident
- Support in future interactions with the perpetrator, as appropriate and agreed.

See Hawksworth Wood Primary School Behaviour & Discipline Policy for more information on sanctions and consequences.

### Recording Incidents/Allegations of Bullying

We keep a clear record of all incidents and allegations that relate to bullying. Incidents are securely kept by the Learning Mentor in a central file. Each record will detail the incident and the outcome of the investigation, including any actions.

Parents of pupils involved in the incident will be kept informed of the outcome of the investigation. Where appropriate, a meeting will be arranged with parents.

If the incident includes racist abuse this should be reported to the Headteacher and recorded on the appropriate forms.

### Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Inform school, following the correct channels, if you feel your child may be a victim of bullying behaviour.
- Please do not approach a child or a child's parent on the playground if you suspect they are the perpetrator.
- Reinforce the school's policies on Behaviour & Discipline and Anti-Bullying and make sure your child understands the importance of asking for help.

### Prevention

We want all our pupils to understand the nature of bullying and the effects it has. Some of the ways in which we work to prevent bullying taking place are:

- Assemblies by school leaders discuss the topic of anti-bullying and give out key messages and school stance.
- Pastoral team have high profile in school.

## **Hawksworth Wood Primary School**

- Take part in Anti-Bullying Week.
- Our curriculum, teaching and ethos promote a positive attitude to diversity in school, home and the wider community.
- Consistent approach in the implementation of Behaviour & Discipline Policy.
- Regular review and high status given to our School Code of Conduct.
- Reading stories about bullying in class and/or assembly and resulting discussions.
- School Council Topic and involvement in initiatives.
- Play leaders and playground 'Buddies' to support positive play and social skills.
- Daily drop-ins for vulnerable children from the Pastoral Team.
- Mentoring/ restorative practice with members of the Pastoral Team.
- Regular review and evaluation by SLT of our policies and practice relating to Behaviour.

### **Monitoring and Review**

The implementation and effectiveness of this policy will be monitored by the Leadership Team and alongside Hawksworth Wood Primary School Behaviour & Discipline Policy.

Miss A. Owen

Headteacher