

HAYMERLE SCHOOL

ANTI-BULLYING POLICY

All members of Haymerle School have a vital role to play ensuring that all pupils and staff are safe and feel secure. It is our school policy that **all staff members will take an active role to combat bullying in any of its forms** by following the procedures outlined below.

What is bullying?

- It is deliberately hurtful behaviour.
- It may be repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms but three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name-calling, insulting, racist or sexist comments.
- Indirect – spreading nasty stories about someone, excluding someone from social groups.

Why do we challenge bullying?

- When pupils are bullied, their lives are made miserable and they may be unhappy about coming to school. Over time they are likely to lose self-confidence and self-esteem. Some may blame themselves for 'inviting' the bullying behaviour.
- The unhappiness of bullied pupils is likely to affect their concentration and learning. Some pupils will avoid being bullied by not going to school.
- If pupils observe bullying behaviour going unchallenged other pupils may think bullying is an effective way of getting what they want. Pupils being bullied may interpret the school's inaction as condoning unacceptable behaviour. They will feel let down by adults in authority.
- No school can claim with absolute confidence that "there is no bullying here". Parents, carers and pupils need to be reassured by a school which demonstrates through policy and action that it will respond positively and effectively to bullying.

Combating Bullying

The relationship between discipline and bullying is important. At Haymerle School we keep our behaviour management policy and anti bullying policy under review.

The relationship between the school's equal opportunities policy and the anti-bullying policy is important. Incidents of bullying that also relate to issues of race, gender and/or disability will be recorded and monitored.

The Racist, Sexist and Bullying incidents record books will be kept in the Headteachers office.

Children at Haymerle School are taught to recognise bullying behaviour and bullying as part of the school's behaviour management programme and P.S.H.E. and Citizenship lessons.

The children at Haymerle School are praised and rewarded according to the school behaviour management policy. We encourage children to be kind, helpful and caring to their peers.

Assemblies and collective worship will be used to promote the schools anti bullying policy.

Incidents of bullying are recorded in the Incident Book. This will be monitored each half term by a member of the SMT.

When an incident of bullying is reported all staff will follow the school's behaviour management procedure by establishing which of the school rules the child has broken and to ensure the child knows that

- What they have done is bullying.
- This behaviour is not acceptable at Haymerle School.
- Parents / carers will be informed.
- Further incidents of bullying behaviour will result in an individual behaviour management programme and parents/carers will be informed of this.
- Repeated incidents of bullying (particularly incidents involving violent or threatening behaviour) will lead to exclusion from the school.

Victims of bullying at Haymerle School will receive support from their class teacher and Support Assistants.

In incidents of repeated bullying the parents/carers will be contacted by the school and invited to meet with a member of the SMT to discuss the incidents of bullying and to agree on a behaviour management programme to stop the bullying.

If a child is repeatedly bullying in school and not responding to their behaviour management programme the child will be excluded from the school following school exclusion procedures.

The school will support the victims of bullying at the school by the class teacher and/or SA as appropriate.

The parents/ carers of the victims of bullying will be informed of the incident/s and the steps taken to stop any further bullying and the support given to the child.

How will we know if bullying is happening?

Staff at Haymerle School know that bullying can happen and are committed to take reports of bullying seriously and to look for signs that might suggest that bullying is occurring.

Staff at Haymerle School will investigate suspected incidents of bullying:

- When a child reports to a member of staff that they are being bullied.
- When a parent / carer reports concerns about their child being bullied at school.
- When children other than the victim report incidents of bullying to a member of staff
- If there is a change in a child's behaviour (e.g. if a normally socially interactive child becomes isolated in class or in the playground or if a child begins to display attention seeking behaviour,) the staff will be aware that bullying at school may be the cause of this.
- Monitoring incident books

Monitoring

Monitoring of bullying incidents will enable the school to follow up incidents and record progress of actions taken at the time and will help to identify if the anti-bullying policy is really being effective.

Individual incidents that on the surface may seem to be isolated may be part of a much larger pattern of bullying behaviour. To enable effective monitoring, the staff will record in the bullying-incidents record

- Who was involved
- Where it happened and when
- What happened
- What action was taken
- Follow up to be taken e.g. letter home, telephone call to parents/carers etc.

This information will be monitored by a member of the SMT each half term.

The incident record books will be kept in the head teacher's office.
Information will be sent to the LA in line with LA policy and procedure.

Equal Opportunities

At Haymerle School we are committed to combating discrimination through our awareness of our own attitudes and the general example we make.

We will identify incidents of bullying that makes explicit reference to issues of gender, disabilities race or class and to counsel the perpetrator and victim in line with our Equal Opportunities policy and Equalities Scheme

This policy will be reviewed in September 18