

Anti-Bullying Policy

Date:

November 2019

Review date:

November 2021

Values

At Hovingham Primary School, we have one clear aim: *To be a great school with a great team.* We are committed to empowering our children to be successful learners so that they can access education successfully. We promote an ethos where everyone feels safe and happy. We 'Aim High' in everything we do and we do this through our Core Values:

Respect – Tolerance – Creativity – Perseverance

It is these values which underpin our high expectations for behaviour within school.

What do our School Council say?

At Hovingham Primary School, we have one clear aim: *To be a great school with a great team.* We are committed to empowering our children to be successful learners so that they can access education successfully.

What does our Behaviour Policy say?

An agreed whole school approach is achieved when everyone – staff, children and parents – have a shared understanding of what is an acceptable and unacceptable code of conduct for behaviour at Hovingham Primary School.

Through well-structured teaching where lessons are creative, engaging and the learning is scaffolded, we can support our pupils to learn to manage their own behaviour. Children are encouraged to build positive relationships with adults and other children and to develop strategies to help them cope with their emotions.

It is essential that teachers and staff work hard to build their class community.

Five Pillars of Pivotal Practice Underpinning Behaviour

1. Consistent, calm adult behaviour.
2. First attention for best conduct.
3. Relentless routines.
4. Scripting difficult interventions.
5. Restorative follow-up.

What is Bullying?

We have agreed as a school that bullying is unacceptable behaviour. It:

– **Involves someone exerting power over someone else**

– **Is on purpose**

– **Is persistent or repeated behaviour which can be perceived as offensive, intimidating, malicious or insulting**

Types of Bullying

Bullying can take many forms but usually includes the following:

Verbal – offensive name calling, insults, racist remarks, teasing, sarcasm, taunting, threatening, mimicking, abusive language

Physical – punching, pinching, kicking, scratching, hitting, spitting or any other use of physical attack.

Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities. ignoring someone all the time, sending horrible notes, spreading nasty rumours/stories about someone, intimidation

Racist – racial abuse, graffiti, gestures.

Sexual – unwanted physical contact, abusive comments, 'sexting'.

Damage to property or theft – demanding possessions, money, deliberately damaging belongings.

Homophobic – taunts, graffiti, gestures relating to the sexual orientation of a person or members of their family, gender stereotyping

Cyberbullying – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on-line.

Procedures

At Hovingham the following steps will be taken:

If bullying is suspected or reported

- The member of staff who has been approached/observed the behaviour, will reassure the person involved that it will be investigated straight away. That person will speak to a member of the Senior Staff who will decide what action to take and who should take it.
- A clear account of the incident will be recorded on CPOMS.
- Victim and accused will be interviewed separately. Children who may be witnesses will also be interviewed. This may be as a group or separately, but always away from the alleged perpetrator.
- Parents may be contacted at this point for additional information if necessary.
- When all possible relevant evidence had been gathered, the report will be discussed with a member of SLT who will decide what action to take in order to prevent bullying happening again.

In order to prevent the bullying happening again:

- A member of senior staff member will to speak to the children involved and agree on strategies to ensure it doesn't occur again.
- Both sets of parents will be informed of the action and decision.
- Incidents will be closely monitored by Family Team.
- Regular contact for both children with a nominated member of staff

This could also be:

- Staff to monitor situation for a specified period of time and report to the Family Team
- Limitation of playground areas
- Escort by staff member at transition times
- Extra work/discussion on bullying for class or a selected group
- Additional playground supervision

Whole school strategies to help prevent and minimise bullying:

- All of children are familiar with the term ‘STOP’ (several times on purpose) and (start telling other people) to help them understand what bullying is and what to do if they are bullied.
- Whole school ‘Anti-Bullying’ week activities take place, ensuring that everyone in school understands what bullying means.
- Making it clear that no bullying of any kind is tolerated.
- A culture of allowing children to report incidents without feeling they are telling tales.
- Incidents are taken seriously, investigated and acted upon, with the procedures outlined above.
- Regular PSHE lessons throughout school.
- School assemblies – to raise awareness of bullying issues and providing a whole school focus for bullying.
- Regular whole school review of procedures.
- Working with parents and carers to promote good behaviour, encourage involvement in promoting the school ethos and raise awareness of the school’s approach to bullying.
- Improving playtimes and the school grounds.
- My Health, My School survey results analysed and reviewed.
- Child Friendly Anti-Bullying policy will be displayed in all classrooms.