

Hamstead Primary School

Anti-Bullying Policy



Adopted on: January 2024

Re-adopted: September 2024

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Introduction

The behaviour of children within our school is a shared responsibility of all stakeholders, with the Head Teacher having overall responsibility to ensure positive standards of behaviour amongst our children. The day to day implementation of the policy is shared by all adults working within school as we seek to ensure that our pupils display positive attitudes to learning and learn to behave appropriately in a variety of situations.

Aims

Hamstead Primary School is committed to providing the maximum educational opportunities for all its pupils, and to providing the kind of responsible, caring community, which is essential to the fulfilment of these opportunities. Every aspect of our school is affected by the behaviour of both the children and the adults who come together for this purpose. Attitudes towards acceptable and unacceptable behaviour therefore play a fundamental part in the overall ethos of the School.

All children are expected to work towards achieving the school vision values:

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This is best achieved in a school where each child has the right to learn, work, and play in a friendly, safe and supportive school, and where all staff have the right to deliver their duties in an environment which enhances children's lives.

Affirmation

The school recognises that bullying is a serious issue. We recognise the damage it can cause to the education of the victim, the perpetrator and the pupil body as a whole. We are committed to challenging the assumption that bullying is inevitable and are working towards its complete eradication.

Aims

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- The prevention of bullying;
- The reporting of bullying;
- The recording of incidents of (alleged) bullying;
- Supporting the victim;
- Supporting the perpetrator;
- Communicating possible sanctions and processes.

At Hamstead Primary School we aim:

- To try and prevent any behaviour deemed as bullying, creating a school ethos where all forms of bullying are regarded as unacceptable so that all members of the school community have a safe and secure environment where everyone is able to learn and excel.
- To deal promptly with all allegations of bullying, working closely with other professional agencies to ensure that children stay safe.
- To reassure children and parents that concerns will be listened to and that it is right to tell, reinforcing the STOP messages of Start Telling Other People and Several Times On Purpose.
- To ensure information is communicated following allegations of bullying.
- To monitor behaviour and potential bullying incidents closely.
- To ensure appropriate action is taken in all allegations of bullying.

Definition

Bullying is '**repeated action**' that is intended to cause someone else harm or upset.

Bullying is not merely aggressive behaviour that would be dealt with following the School's Behaviour Policy but a series of **repeated** actions with the intent to **harm** either **physically** or **emotionally**.

The Government definition of bullying is:

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

In line with guidelines from West Midlands Police and Sandwell Inclusion Support, the following points need to be evident for bullying to have occurred:

INTENT: It is deliberate, hurtful behaviour.

REPEATED: The behaviour is repeated.

POWER IMBALANCE: It is difficult for those being bullied to defend themselves.

HARMFUL: The bullying behaviour can hurt your body or your feelings.

Bullying can include: *name calling, taunting, offensive comments, kicking/hitting, pushing, taking belongings, offensive text messages, use of the internet to send offensive or degrading pictures or comments, (cyber bullying) offensive graffiti, exclusion from friendship groups.*

Pupils may be bullied for a variety of reasons. Specific types of bullying are related to:

Bullying related to **race, religion or culture;**

Bullying related to **special educational needs or disabilities;**

Bullying related to **appearance or health conditions;**

Bullying related to **sexual orientation;**

Bullying of **young carers or looked after children;**

Bullying of a **sexist or sexualised nature.**

Prevention

The school is committed to the complete eradication of bullying. In order to do this the school will:

- Reinforce Anti-Bullying and Friendship events every year to promote the school's bullying policy.
- Deliver anti-bullying messages in whole school assemblies.
- Promote the STOP messages so that all children have a growing understanding of what bullying is and how they can report it.
- Involve all children in understanding why bullying behaviour is wrong and the ways to beat bullying.
- Deliver anti-bullying lessons in PSHE sessions and other relevant subject areas.
- Deliver training to staff (where appropriate) on Anti-Bullying Policy and other associated issues.
- Have pupil buddies (peer mentors) trained to support other pupils.
- Ensure that all parents have a copy of the Anti-Bullying Policy made available to them via the school website.
- Make available on request a translation into a relevant language a copy of the Anti-Bullying Policy.

Named School Leaders

The School designated teacher for Safeguarding including Anti-Bullying is Mr N.Fowler (Head teacher)

The Deputy Head Teacher, Mrs S.Kaur, is the named Deputy designated teacher for these issues.

The named school Governor for Safeguarding is the Chair of Governors, Mrs L. Howard.

Reporting Bullying (Start Telling Other People and Several Times On Purpose)

The school is committed to removing the culture of secrecy from bullying. We recognise that many young people will be put off reporting bullying because they fear that it will make matters worse.

In order to promote the reporting of bullying the school will:

- Carry out surveys on bullying/friendship, allowing students to disclose if they are being bullied with a guarantee of anonymity. A survey specific to wellbeing will take place during each academic year. Further child views on safety issues in school will be gathered through Pupil Voice.
- Carry out surveys of parents, including responses to questions related to safety in school.
- Carry out surveys of staff.
- Provide training to staff in how to deal with a disclosure about bullying.
- Deal with each disclosure about bullying sensitively and with a guarantee of anonymity if this is requested.

In order to ensure the accuracy of reporting an account, details will be gathered following discussions with the alleged victim, the alleged perpetrator and any witnesses. These will be treated sensitively and kept confidential.

Start Telling Other People

Children will be told how to report bullying, with this message reinforced throughout the school via class lessons, assemblies, display and the general ethos of the School.

All bullying, including alleged bullying, reported to peers and staff should be reported to the Head Teacher

Recording

In order to monitor the frequency with which incidents of bullying take place the school will record each incident of bullying centrally. The school file will be used to report on bullying incidents. The following information will be recorded:

- The student's name and current class.
- If the student is a Looked After Child (LAC)
- Whether or not they wish to remain anonymous.
- Brief details about the alleged incident.
- Who dealt with it.
- What action was taken.
- Whether the victim was satisfied with the school's response to the incident.

Supporting the 'victim'

The School recognises how traumatic being the victim of bullying can be. We are committed to providing each victim with the support they need to continue with their education in an environment free from the fear of bullying. In order to do this the school will:

- Arrange a letter of apology from the perpetrator of the bullying.
- Discuss with the student what support they feel that they need.
- Discuss with the parent/s what support they feel their child/young person needs.
- Make referrals to external agencies if necessary.

Supporting the 'perpetrator'

The school recognises that bullying can damage the education of the perpetrator as well as the victim. Students that bully will be offered a range of support. This will include one or more of the following:

- Supervised break times.
- A report card.
- A Behaviour Action Plan.
- A Pastoral Support Programme.
- A referral to an external agency.
- If the bullying has involved actual or attempted extortion, a referral to the school's police officer.

Communication

Whenever an allegation about bullying is made the parents and class teacher(s) of both the victim and perpetrator will be informed. In cases of extortion the school's police officer will also be informed.

If a parent alleges bullying, the family of the alleged bully will be made aware of the accusation by letter, irrespective of whether the allegation is correct. The purpose of this letter is to alert the parents of the alleged bully and to arrange a meeting with the Head Teacher/ Deputy Head Teacher in School to discuss the allegations.

This meeting may identify that bullying has taken place and agree actions to prevent and stop repeated behaviour.

The meeting may also alert parents to concerns expressed but reassure them that bullying has not taken place, but have the effect of ensuring that the child involved is more aware of the perceptions of others and takes steps to more deeply consider how their actions to others may be interpreted.

Following a meeting with the parents of an alleged bully, the outcomes will be sent to the parents of the alleged victim to ensure that they are aware that the matter has been dealt with.

All staff will be made aware of allegations of bullying, with lunch time supervisors being informed in order that any incidents during this time are immediately dealt with, with arrangements made to reduce the risk of continued bullying behaviour.

Bullying complaints will be made into a regular Governing Body agenda item, with any incidents reported with Governors also being made aware of how the allegation was dealt with and the outcome. (If the allegation leads to a complaint the case will not be discussed until the Complaints Procedure has been completed.)

Child on child abuse/bullying will be logged on the school's record sheet and stored centrally within school to record trends in safeguarding concerns.

Sanctions

It is important for the victim of bullying, the perpetrator, and the school community as a whole that there are clearly defined consequences for any act of bullying.

Each case will be dealt with individually, and in line with the School Behaviour Policy, but the types of sanctions available to the school are:

- the completion of programme that promotes a reflection and understanding of his/her thoughts and feelings and those of the victim.
- referral to outside agencies for advice.
- a period of internal exclusion within school, where a child is removed from their normal classroom.
- withdrawal of break times and lunchtimes.
- fixed term lunch time exclusion.
- fixed term exclusion.
- permanent exclusion.

Appendix 1

Policy Content

The above policy has been checked against the list below to make sure that it has all areas covered.

Definition of bullying behaviour

Does your policy	
• have a definition of bullying?	
• mention how bullying is different from other forms of aggressive behaviour?	
• mention types of bullying? (Including homophobic, racist and bullying against disabled pupils)	
• mention forms of bullying? (including cyberbullying)	
• mention adult/teacher involvement in bullying?	

Reporting and responding to bullying

Does your policy:	
• Show how pupils should report bullying?	
• Mention responsibilities of pupil bystanders, parents other school staff?	
• Explain how staff should respond?	
• Discuss follow up action?	
• Explain sanctions support training for bully and victim?	
• Discuss when and how parents will be informed?	
• Discuss action to be taken if bullying persists?	

Recording bullying and evaluating the policy

Does your policy:	
• Explain how reports of bullying will be recorded?	
• Say who is responsible for coordinating this recording system?	
• Show how information recorded will be used?	
• Explain how staff will know whether policy is working or not?	
• Mention review dates?	

Strategies for preventing bullying

Does your policy:	
• explain your school ethos?	
• discuss peer support?	
• include parent teacher links or advice for parents?	
• mention playground supervision, activities and lunch time supervisors?	
• discuss issues of inclusiveness?	

Appendix 2

The following is a brief reference guide for the reference of all stakeholders.

School Policies linked to Anti Bullying

School Behaviour Policy – including Exclusions

School Complaints Procedure

Attendance Policy

Safeguarding and Child Protection Policy

Useful Links

There is a huge amount of information and advice available about anti-bullying. The following list is correct at the time of Policy review and is included for information. School has no control over the content of any websites listed.

Anti Bullying Alliance	0207 843 1901	www.anti-bullyingalliance.org.uk
Beat Bullying	0845 338 5060	www.beatbullying.org.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
Childline	0800 1111	www.childline.org.uk
Kidscape	020 7730 3300	www.kidscape.org.uk
NSPCC	0207 825 2500	www.nspcc.org.uk

Specific on-line anti-bullying websites, which parents may find useful, are shown below:

<http://www.ceop.gov.uk/reportabuse>

<http://www.thinkuknow.co.uk/parents/>

<http://www.childnet-int.org/>