

Heald Place Primary School



Every Child a
Confident Learner

Anti-Bullying Policy

September 2023

RIGHTS OF THE CHILD

Heald Place is Rights-Respecting School Silver-Rights Aware

The list below is taken from the United Nations Convention on the Rights of the Child (UNCRC).

- **Article 1 (definition of the child)** Everyone under the age of 18 has all the rights of the Convention
- **Article 2 (non-discrimination)** The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities, or any other status, whatever they think or say, whatever their family background.
- **Article 3 (best interests of the child)** The best interest of the child must be a top priority in all decisions and actions that affect children.
- **Article 12 (respect for the views of the child)** Every child has the right to express their views, feelings and wishes in all matters affecting them, and have them taken seriously.
- **Article 13 (freedom of expression)** Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying, and follow the procedures when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Statement of Intent

Heald Place is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

It is important that children are helped to understand that they should not impact negatively on the rights of other children.

School has due regard to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it (**The public Duty of the Equality Act 2010**)

What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can take many forms:

- Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical:** pushing, kicking, hitting, punching or any use of violence
- Racist:** racial taunts, graffiti, gestures
- Sexual:** unwanted physical contact or sexually abusive comments
- Homophobic:** because of, or focussing on the issue of sexuality
- Gender:** sexism, upskirting
- Transgender:** based on prejudice or negative attitudes, views or beliefs
- Verbal:** name-calling, sarcasm, spreading rumours, teasing
- Cyber:** All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Bullying might be motivated by actual differences between children, or perceived differences.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Heald Place has a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems but consider the possibility of bullying and therefore should be investigated.

Procedures:

- Report bullying incidents to staff, who inform a senior member of staff.
- Record the incident to establish the facts.
- Reassure the victim.
- Investigate the bullying incident, behaviour or threats of bullying.
- Provide support for the victim.
- Liaise with parents of the victim to discuss the situation and provide reassurance, advice and support as appropriate.
- Support will be provided for parents of the perpetrator to help change the attitude and behaviour of their child.
- If necessary and appropriate, police will be consulted.
- Consequences will be put in place in line with the school's Behaviour Policy
- Support will be available to enable the perpetrator(s) to discuss what has happened, establish the concern and the need to change their behaviour.
- Monitor the situation.
- Evaluate the systems to ensure the policy is consistently applied.
- Referral to the school's therapeutic Team will be made for a victim or perpetrator eg for one to one support, social stories etc.

Outcomes:

- Victims will feel safe.
- The perpetrator will be encouraged to take responsibility for their actions and understand the effect on others.
- The perpetrator may be asked to genuinely apologise.
- Consequences will be put in place.
- In serious cases, fixed term or even permanent exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.

Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- ensuring pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders
- involving an Anti-Bullying Ambassador
- referral to the school counsellor
- pupils signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- engaging in role-play
- reading stories about bullying to a class or assembly
- having discussions about bullying and why it needs to be prevented and reported
- delivering the P4C and PSHCE curriculum
- teaching SEAL (Social and Emotional Aspects of Learning) activities
- using websites eg Think U Know, The Anti-Bullying Alliance (ABA), The Diana Award, kidscape, ChildNet International, Digizen, Internet Matters, Barnardo's, Educate against Hate, Show Racism the Red Card.

Heald Place is a warm, friendly and welcoming school. It is a place where bullying is not tolerated and where all treat others as they would expect to be treated.