



Crazies Hill

C.E. Primary School

Anti-Bullying Policy

Committee Responsible: Staffing & Curriculum

Date of Next Review: Summer 2021

Version	Date Reviewed	Changes	Date Approved
1	June 2016	New format	14-Jun-16
2	June 2017	No changes	13-Jun-17
3	June 2019	Added reference to gem power	

'A tree is known by its fruit, people by their actions' (based on Matthew 12 verse 33-5'.

Our vision at Crazies Hill is that our 'fruit' will be children and adults who have the resilience to weather life's ups and downs, respect for themselves, others and their environment and the ability to build and maintain good relationships with all in their community. All our policies are written with this vision in mind.

Signed: Head Teacher _____

Signed: Chair of Governors _____

Introduction

The principle of children having a right to an education free from harassment and degradation is embodied in the Human Rights Act 1998 and is one that Crazies Hill Primary School fully supports and seeks to protect.

The Department for Education pack 'Safe to Learn' makes clear its expectations in relation to schools response to the problem of bullying. This message is repeated in the joint DfE/DoH publication 'Working Together to Safeguard Children 2018'

This document sets out the school's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also recognises that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

Definition

An established pattern of behaviour between an individual or group of people with a more powerful individual or group which is **perceived** or **intended** to cause hurt, pain, suffering, humiliation or degradation.

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

Crazies Hill Primary School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist*, sexist, disablist or homophobic elements.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

* Incidents of bullying with racist content or motivation should be recorded in line with the Guidelines and Procedures for Dealing with Racist Incidents.

Principles

- ◆ All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.
- ◆ There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.
- ◆ Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.
- ◆ Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

- ◆ It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.
- ◆ A brief format of this Anti-bullying policy is readily available in 'user-friendly' form for children and their parents/carers.

In the Event of Bullying taking place our Aims are:

- ◆ To fulfil Crazies Hill Primary School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- ◆ To clarify the School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the School's zero tolerance attitudes towards bullying behaviour.
- ◆ To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.
- ◆ To address the problem of bullying and to bring it under control through the implementation of whole school policy and procedures.
- ◆ To reassure parents and carers that Crazies Hill Primary School takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

- ◆ To establish a consistently implemented whole school approach to bullying prevention.
- ◆ To raise awareness among staff and governors, parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
- ◆ To be proactive in the prevention of bullying.
- ◆ To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- ◆ To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- ◆ To clarify the extent of the problem and ensure that Crazies Hill Primary School allocates a proportionate amount of time and energy to bring it under control.
- ◆ To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control (see Incident Management).
- ◆ To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Scope

This policy applies only to incidents of bullying which take place on school premises. The School is not **legally** responsible for bullying which takes place elsewhere.

However, the school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school:

- ◆ If it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents informed.
- ◆ If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.
- ◆ If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure. If concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.
- ◆ If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be referred to the Children's Services Department (see Child Protection Procedures).
- ◆ If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

Prevention

The anti-bullying policy is available from the school upon request. It may also be viewed on the school website www.crazieshill.co.uk The policy will be reviewed annually.

All Staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will always reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it. As part of our ongoing commitment to the Safeguarding of all children at Crazies Hill Primary School, the staff discuss the Anti - Bullying Policy at the beginning of each academic year.

All children will be made aware that the members of staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

The issue of bullying will be raised with pupils at a number of levels including:

At Whole School Level

- Our school values of relationships. Resilience and respect are promoted throughout the school. These values support respectful and caring relationships.
- During assemblies the concepts of good social behaviour and respect will be raised regularly and children will be complimented on showing respect and empathy for their fellow classmates. Children are rewarded with rubies when they show care to others
- Children will be reminded of the school's zero tolerance policy and the actions that will be taken to prevent bullying taking place.

At Classroom Level

- Discussion during circle time, PSHE and projects

- Proactive monitoring of classroom and breaktime behaviour which will focus on stopping negative behaviour or attitudes (e.g. overtly exclusive groups) as soon as they are observed – ideally ahead of any incident of bullying occurring.

At Individual Level

- Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance, such as relevant support described below for victims of bullying behaviour.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.

In General

- Crazies Hill School recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents

All of these preventative strategies operate within Crazies Hill School ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, respectful behaviour will be modelled by all adults on the school premises. (Cross reference to Child Protection Policy).

Parental/Carer Involvement

Crazies Hill Primary School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Crazies Hill Primary School recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

Implementation

As outlined above Crazies Hill Primary School is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. This will be achieved by:

1. Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is investigated and addressed.
2. All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the school's policy of zero tolerance consistently when episodes of bullying are witnessed or reported. Additionally all staff involved in the teaching and/or supervision of children will be

- appropriately trained or coached and will take responsibility for addressing incidents which fall within the school's definition of bullying.
3. Any parent(s) who believes that their child is the victim of bullying should share their concerns with the school at the earliest opportunity and be prepared to work with the school to keep their child safe in the future. All expressions of concern will be taken seriously and investigated thoroughly and recorded.
 4. Similarly if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

Incident Management

Crazies Hill Primary School will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff (see Incident Management Procedures).

For the Victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. The details will be written down and recorded for reference during the investigation, and kept for subsequent reference if required.

Crazies Hill Primary School will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs but may include:

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- A record made of the allegation
- Strategies to prevent further incidents
- Extra supervision/ monitoring
- Creation of a support group
- Peer mediation/mentoring
- Informing/involving parents

For the Bully

Crazies Hill Primary School will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Crazies Hill Primary School does not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of sanctions can be important in promoting change and in demonstrating to bullies that their past behaviour is unacceptable.

Crazies Hill Primary School will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern, the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. However, rewards or positive reinforcement for children will also be used when possible, in order to promote change and bring unacceptable behaviour under control. The following options will be considered:

- Immediate action to stop an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and unacceptable
- Loss of lunchtime privileges
- Detention
- Daily report to Headteacher
- Removal from class
- Parents informed
- Rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

Monitoring and Evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist or homophobic element, or any incident that might be related to restricted ability or impairment will be additionally identified.

All school staff will be aware of the procedure to correctly record all incidents, and this record will be discussed as a standard agenda item at regular meetings (including those with teaching staff or lunchtime controllers). These records are then kept secure and destroyed in line with the school's Disposal and Destruction Policy

An annual report will be made to the Governing Body indicating the extent of bullying behaviour and recorded incidents and any trends that may emerge. This information will be available for parents/carers and pupils.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. Any changes will be fully communicated to staff, parents/carers and pupils.

Crazies Hill CE Primary School

Anti-Bullying Policy – In Brief

◆ Introduction

Crazies Hill Primary School has an anti-bullying policy that complies with all current legislation and Department for Education advice.

◆ Definition

An established pattern of behaviour by one person or group **intended** or **perceived** to cause hurt, pain, suffering, humiliation or degradation to another person or group.

Including - Racism, Sexism, Disabilism, Homophobia

◆ Principles

Bullying behaviour is unacceptable in any form.

All children have a right to an education free from fear, harassment or degradation.

Bullying behaviour is a problem for both the bully and victim alike.

Best outcomes follow when school can work with parents to address concerns about bullying behaviour and victimisation.

◆ Scope

Crazies Hill Primary School is legally responsible only for incidents of bullying which occur on school premises. It is however concerned about pupils conduct and welfare outside school and will address issues that come to light from other sources.

◆ Prevention

Crazies Hill Primary School has a zero-tolerance attitude to bullying. All staff have a responsibility for dealing with this problem. Children will have their awareness of the issue raised at a number of levels and be informed of Schools expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.

◆ Parental Involvement

Crazies Hill Primary School recognises the important part parents/carers play in supporting their children and promoting change. The school welcomes the active involvement of parents (of both victim and bully) in bringing this problem under

control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

- ◆ Implementation

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded.

- ◆ Post Incident Responses

- ◆ **For the Victim** – protection, sympathy/empathy/counseling and advice on how to avoid future incidents, mediation (where appropriate) and support.

- ◆ **For the Bully** - reinforcement that behaviour is unacceptable, proportionate use of fairly and consistently applied sanctions (possibility of exclusion for serious cases); advice and instruction on how to behave better; reinforcement and support for improved behaviour.

- ◆ Monitoring/Evaluation

Annual report to Governors – shared with parents/carers and pupils. Any adjustments to the policy agreed and again parents/carers and children informed.

**A copy of the full Anti-Bullying Policy
is available on request**