



# **Highfields Primary Academy Policy on Anti-Bullying**

Reviewed every 2 years



## **Introduction**

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

At Highfields Primary Academy we take bullying and its impact seriously. Pupils and parents should be rest assured that known incidents of bullying will be responded to.

The ethos of our academy fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

## **Aims and Objectives of this Policy**

Our aim is for all children and young people to be able to grow and develop safely and free from prejudice and discrimination. They will be treated with respect with their views listened to and taken into account. We see their needs and interests at the heart of everything we do.

Bullying is wrong and damages individual children, We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non- teaching staff should know what the school policy is on bullying and follow it 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.

The aim of the policy is to work together to ensure that our school is a safe place for children and adults to be.



## What is Bullying?

Bullying is action taken by one or more children with the deliberate intention of hurting another child, usually repeated over a period of time. Bullying at Highfields Primary Academy is considered to be, "unacceptable behaviour which occurs '**lots of times, on purpose**'."

### Bullying can be:

**Emotional** – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).

**Physical** – pushing, kicking, biting, hitting, punching or any use of violence.

**Racial** – racial taunts, graffiti, gestures.

**Sexual** – unwanted physical contact or sexually abusive comments.

**Direct or indirect** – name calling, sarcasm, spreading rumours or teasing.

**Cyber bullying** – all areas of internet, such as email and internet chat, social media or text messages.

Bullying can be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on a residential trip and cyberspace.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right



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to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

### **Signs and Symptoms for Parents and Staff**

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
- 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 make less effort with school work than previously
- Comes home from school with clothes torn or books damaged
- Has possessions which are damaged or “missing”
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Wants to be near an adult
- 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
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home



These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

### **Why do Some People Bully?**

People bully for lots of different reasons:

- They have family problems
- They are being bullied themselves
- They have no friends and feel lonely
- They feel bad about themselves and want others to feel bad too
- They are taking their frustrations out on others
- They feel insecure and unimportant-bullying gives them power
- They want to look 'big' in front of others
- They themselves have been bullied into joining in
- They don't understand how they are making their victims feel
- They are used to getting their own way

Whatever the reason it is usually a signal that the bully needs help and support.

### **Outcomes**

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff thoroughly.

### **The Role of the Governors:**

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken seriously and dealt with appropriately.

The governing body responds within ten days to any requests from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him to conduct an investigation into the case and to



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report back to a representative of the governing body. The governing body has a duty under S175 Education Act 202 that requires them to make arrangements to ensure that their functions are carried out with the view to safeguarding and promoting the welfare of children.

### **Statutory Duty of Schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of a staff, parents and pupils.

When an incident is reported to the headteacher, he will interview all concerned and will record the incident.

### **The Role of the Teaching Staff**

The teaching staff in our academy take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If staff witness an act of bullying, they do all they can to support the child who is being bullied. If the child is being bullied, then, after consultation with the headteacher, they will inform the child's parents.

If, as staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately.

### **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the academy's anti bullying policy and to actively encourage their child to be a positive member of the school.

### **Pupils**

Pupils who have been bullied will be supported by:



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- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

### **Pupils who have Bullied will be Helped by:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child

### **The Following Disciplinary Steps can be taken:**

- Official warnings to cease offending
- Exclusion from certain times of the school day e.g. lunchtimes
- Fixed-term suspension
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies, circle time and subject areas as appropriate, to eradicate such behaviour. We will use:

- Implementing a set of academy rules
- Signing a behaviour contract
- Setting up and sustaining 'Peer mentoring'

### **Monitoring, Evaluation and Review**

The academy will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the academy.



## **Confidentiality**

All members of staff should ensure that they are familiar with the academy's confidentiality policy.

## **External Support**

Anti Bullying Alliance- [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

Kidscape – [www.kidscape.org.uk](http://www.kidscape.org.uk)

Childline – 0800011111

Bullying online – [www.bullying.co.uk](http://www.bullying.co.uk)

Parentline Plus – [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

Cyberbullying – [www.cyberbullying.org.uk](http://www.cyberbullying.org.uk)

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