



# Frank Field Education Trust

## Anti-bullying policy

Handforth Grange Primary School

Date prepared	September 2023
Implementation Date	September 2023
Frequency of Review	Annually
Review Date	September 2024

***Social Justice through Excellence in Education***

## Intent

We are 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.

## What is bullying?

**Bullying** is defined as the repetitive, intentional harming of 1 person or group by another person or group. Bullying results in distress to the victim/s.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"><li>• Racial</li><li>• Faith-based</li><li>• Gendered (sexist)</li><li>• Homophobic/biphobic</li><li>• Transphobic</li><li>• Disability-based</li></ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

## 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. Perpetrators of bullying need to learn different ways of behaving. Schools have a

responsibility to respond promptly and effectively to issues of bullying, however it is important to realise that falling out and fighting are not necessarily examples of bullying behaviour.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, including Midday Assistants, pupils and parents should have a shared understanding of what bullying is.
- All governors and 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.
- 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.

At Handforth Grange Primary School, we want to make sure that you feel looked after, safe and happy when you are in and out of school.

## **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 hungry (money / lunch has been stolen)
- becomes aggressive, disruptive, unreasonable, upset/sad
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong or is very quiet
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a text message is received
- if friends/peers show concern for the child
- is isolated at playtimes

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Procedures**

1. Children, parents or staff in school should report bullying incidents to the class teacher or a member of SLT. That member of staff will then log it on CPOMS.
2. The bullying behaviour or threats of bullying will be investigated thoroughly by a member of staff.
3. The member of staff will decide whether the behaviours exhibited meet the threshold of bullying above, or are examples of isolated behaviour issues which need to be dealt with according to the Behaviour policy
4. The incident may be dealt with by talking to the children concerned individually, adopting the following pattern:
  - Avoid asking the child(ren) why they behaved in the bullying fashion
  - Find out what actually happened
  - Ask the child(ren) how they feel about what happened and encourage genuine apologies.
  - Discuss together where to go next – future actions (restorative justice)
5. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
6. If necessary and appropriate, the police will be consulted
7. An attempt will be made to ensure the perpetrator(s) of the bullying change their behaviour by strategies such as chat time, Cool Connections, Resilient Classroom, PHSE activities, and regular assemblies on Anti-Bullying and No Outsiders.

8. A behaviour report may need to be considered in the case of continued bullying behaviour.

## **Outcomes**

- 1) The perpetrator(s) of the bullying will be encouraged to genuinely apologise (if this is appropriate for the victim)
- 2) Other consequences will also be used (see the school Behaviour Policy).
- 3) If possible, the pupils will be reconciled.
- 4.) The victim will be supported. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet check in with a teacher that knows the pupil well, chat time with a member of staff to provide support, providing formal counselling, engaging with parents, reassurance that adults are here to talk too if any incident happens again, referring to the Child and Adolescent Mental Health Services (CAMHS) or any other way we think would support the child.
- 5) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 6) If a child has a pattern of bullying behaviour which is not being changed by positive intervention and the co-operation of parents, exclusion will be considered (in line with the school's policy, and Local Authority guidance on Exclusions).
- 7) Exclusion is at the discretion of the Headteacher

## **Prevention**

We will use the following methods for helping children to prevent bullying.

As and when appropriate, these may include:

- Promoting a No Outsiders ethos
- Teaching high-quality PSHE lessons using the No Outsiders and Personal Development Curriculum
- Implementing the school rules
- Discussing bullying in assemblies
- Taking part in anti-bullying week
- Being part of the Anti-bullying alliance and United against Bullying programme