



# Horizon Academy Trust

Where anything is possible



## Anti-Bullying Policy

Approved by the Governing Body: Autumn 2018

Term policy produced: Autumn 2018

Date of next review: Autumn 2019

It is a Government requirement that all schools have an anti-bullying policy. This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2018 and Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

At Biggin Hill Primary we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender assignment, pregnancy, maternity, religion or belief, sex or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.

### **Aims and Objectives**

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. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

This policy should be read in conjunction with other school policies: Safeguarding and Child Protection Policy, Behaviour Policy, School Equality Plan, Positive Handling Policy, Special Educational Needs Policy and Information, Online Safety Policy, Whistle-Blowing Policy and Complaints Procedure.

### **Definition**

DfE guidance defines bullying as actions that are meant to be hurtful and which happen on a regular and persistent basis.

It is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional ‘joke’ is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems like this arise it is not necessarily classed as bullying unless it is done repeatedly and on purpose.

## **Forms and types of bullying covered by this policy**

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
  - Bullying related to race, religion, faith and belief and for those without faith
  - Bullying related to ethnicity, nationality or culture [Theeducationpeople.org](http://Theeducationpeople.org)
  - Bullying related to Special Educational Needs or Disability (SEND)
  - Bullying related to sexual orientation (homophobic/biphobic bullying)
  - Gender based bullying, including transphobic bullying

## **Online bullying**

Internet related/mobile/X Box Live or any other means of electronic messaging. Online bullying is a different form of bullying and can happen all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Online bullying can be individual or group behaviour that includes hurtful texts, spreading rumours through social networking sites and assuming false identity to cause harm or mischief. Prevention is better than the cure therefore; we embed good safe IT practice into all our teaching and learning. Please refer to the school's Online Safety Policy.

Biggin Hill Primary does not tolerate any form of bullying.

### **Bullying behaviour may take the form of:**

- Physical contact
- Physical/verbal threats or physical/verbal intimidation

- Demeaning comments
- Spreading of malicious rumours/ gossip
- Purposely excluding someone
- Persistent criticism

All proven incidents will be dealt with under the school's Behaviour Policy.

### **The Role of Governors**

The governing body supports the Head of School in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

Accurate records of all incidents of bullying are kept securely using CPOMS and are available to governors on request in anonymised format and with the permission of the Head of School.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Head of School, who will inform the Behaviour coordinator (Catherine Simpson) and ask her to conduct an investigation into the case and to report back to a representative of the governing body.

### **The Role of the Head of School**

It is the responsibility of the Head of School to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy. All staff know how to identify and deal with incidents of bullying. The Head of School reports to the governing body about the effectiveness of the Anti-bullying Policy on request.

It is the responsibility of the Head of School to ensure all staff equips children with the knowledge that bullying is wrong and that it is unacceptable behaviour in our school.

It is the responsibility of the Head of School to ensure all incidents are followed up and appropriate actions are taken and recorded. Actions or attachments added to the system allow any patterns to be identified within types of bullying or children involved.

The Head of School ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying. The Head of School sets the school climate of mutual support and praise for success, so making

bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of the Teacher and Support Staff**

All staff in our school treat all forms of bullying seriously and seek to prevent it from taking place. All incidents that happen are documented recorded using CPOMs and key members of staff will be alerted. If any member of staff within the school becomes aware of a bullying incident they will inform the class teacher.

The response strategy will be dependent on each individual case.

All members of staff have had access to training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management. Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. This is embedded throughout the school curriculum and explored in greater depth using our PSHE curriculum, 'Jigsaw'.

### **The Role of Parents**

Parents who are concerned their child might be being bullied, or who suspect their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head of School. If they remain dissatisfied, they should follow the school's complaints procedure.

### **Guidance on what parent/carers should do if they think their child is being bullied:**

Watch for a pattern or change in child's behaviour:

- Wanting more/less attention
- Not wanting to go to school
- Frequent minor illnesses
- Coming home with bruises or torn clothing
- Possessions disappearing
- Becoming withdrawn/unusually tearful or aggressive

What to do:

- Treat the matter seriously
- Keep a diary of incidents
- Try and help your child deal with the situation

- Do not approach the bully or parents
- Do not advise your child to fight back
- Contact the school and speak to class teacher/ Head of School

Parents have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their children to be positive members of the school community.

### **The Role of Pupils**

- To tell a trusted adult if they feel that they or somebody else is being bullied
- To follow the school rules
- To respect others and understand wanted behaviours

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

This policy was developed and approved by the governing body during the Autumn Term 2018. The school will review this policy annually and assess its implementation and effectiveness. However the strategies and procedures identified in this policy will be reviewed continually and changes made if appropriate. The policy will be promoted and implemented throughout the school.