HPP

Anti-Bullying Policy

This policy was reviewed:	New Policy September 2024
This policy will be reviewed again:	September 2025
Statutory policy?	No
Source:	

Hampton Primary Partnership

Anti-Bullying Policy

Purpose

The purpose of this Anti-Bullying Policy is to:

- Promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.

- Ensure all members of the school community treat each other with respect.

- Raise awareness of the different types of and the effect of bullying

- Create a school ethos where bullying is regarded as unacceptable.

- Provide a systematic means of dealing with incidents of bullying and create a record of actions taken.

- Develop effective strategies to prevent and deal with bullying.

- Ensure that all pupils, parents/carers, and staff are aware of this policy and their responsibilities

Links with Other School Policies and Practices ·

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child Protection policy
- Acceptable Use Policies (AUP)
- Online Safety (including mobile and smart technology and social media) policy
- Home school agreement
- Staff code of conduct

Definitions and Types of Bullying

Bullying is defined as "the repetitive, intentional hurting of one person, or group, by another person or group, where the relationship involves an imbalance of power." It can take many forms, including:

- Physical (e.g. hitting, kicking, theft)

- Verbal (e.g. name-calling, threats, insults)

- Emotional/psychological (e.g. excluding, tormenting, spreading rumours)

- Cyber (e.g. online harassment, threatening messages, misuse of technology)

- Prejudice-based (e.g. racism, sexism, homophobia, transphobia, disablism)

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

To support the children in recognising bullying we use the acronym 'TIM'.

This highlights that bullying is threatening, intentional and happens multiple times.

What is bullying?

Threatening

Intent

Multiple times

Roles and Responsibilities

At HPP we are all responsible for ensuring bullying is not tolerated and therefore all hold a responsibility to raise concerns if they are seen.

Pupils should:

- Follow the schools agreed 'Bee rules'.
- Treat others with kindness, respect, and consideration.
- Refrain from becoming involved in any kind of bullying.
- Report any incidents of bullying to a member of staff.
- Support school policies and procedures on anti-bullying.

Parents/Carers should:

- Model positive behaviour and attitudes towards others.
- Watch for signs of distress or unusual behaviour in their child that might indicate bullying.
- Have clear understanding of the definition of bullying.
- Inform the school of any concerns or suspected bullying incidents involving their child.
- Support the school's anti-bullying policy and work collaboratively to address any issues.
- Ensure that they have read, and adhere too, the home-school agreement on an annual basis

School Staff should:

- Foster an environment of mutual respect and tolerance.
- Have a clear understanding of the definition of bullying and what this may look like at school.
- Be alert to signs of bullying and act promptly in accordance with this policy.
- Record and report all incidents of bullying in line with school procedures.
- Participate in relevant training and development opportunities.
- Implement preventative and responsive strategies to address bullying.

School Leaders should:

- Ensure this policy is implemented effectively and reviewed regularly.

- Allocate appropriate resources to support the school's anti-bullying work.

- Provide training and support for staff to recognise and respond to bullying.

- Monitor and evaluate the impact of the school's anti-bullying approach.

- Communicate the school's position on bullying to the wider community.

Prevention and Intervention Strategies

Preventative Strategies

- Promote the school's vision, values and ethos that celebrate diversity and inclusion.

- Deliver age-appropriate anti-bullying education through the curriculum and assemblies.

- Encourage pupil voice and participation in anti-bullying initiatives.

- Provide training and support for staff to recognise and respond to bullying.

- Engage parents/carers in the school's anti-bullying work.

- Implement effective supervision and monitoring of school spaces.

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school's principles:

- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
- Actively create "safe spaces" for vulnerable children and young people and provide support.
- Celebrate success and achievements to promote and build a positive school ethos

Intervention Strategies

- Follow a clear and consistent process for reporting, recording, and investigating incidents.

- Provide appropriate support and counselling for both the victim and the perpetrator.

- Apply disciplinary sanctions in line with the school's behaviour policy.

- Work with external agencies, such as the police or children's services, where necessary.

- Implement targeted interventions, such as mediation or restorative justice.

- Monitor and review the effectiveness of interventions to ensure continued improvement.

Responding to Bullying concerns:

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The year group behaviour lead will be informed of all bullying concerns.
- The DSL will be informed of all bullying concerns if there may be safeguarding issues.
- The behaviour lead, Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview all parties involved. This will be recorded on CPOMs.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures (CPOMs). This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Early Help if a child is felt to be at risk of significant harm.
- Where the bullying of pupils takes place off school site and outside of normal school hours (including cyberbullying), it will be the parents responsibility to speak to the other child's parents or where necessary the police. Parents should notify school staff so measures can be put in place to support the children at school e.g. carefully selected groupings in class.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Where school computers are used we will follow our policies to ensure incidents are recognised, reported and sanctions are given. Parents will be spoken to about unsafe use of school computers following our AUP.

When devices from home are used we would give the following advice to parents when dealing with incidents.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Parents should be encouraged to work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Parents should be encouraged to check their child's device regularly to ensure they are using them safely and being kind to others.

The following links may provide additional support to children, staff or families:

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Report Harmful Content: https://reportharmfulcontent.com/

UK Safer Internet Centre: www.saferinternet.org.uk

Monitoring, Evaluation, and Review

- The Anti-Bullying Policy will be reviewed annually by a member of the Executive Leadership Team, or more frequently if necessary, to assess its implementation and effectiveness.

- The school will keep detailed records of all reported bullying incidents and the actions taken.

- Pupil, staff, and parent/carer surveys will be used to gather feedback and evaluate the impact of the policy.

- The school's Executive Leadership Team are responsible for monitoring the policy's implementation and effectiveness.

- ELT will report the impact of this policy to Governors FGB.