



## Hustwaite and Sessay CE Primary Federation

### Anti Bullying Policy

#### Our Vision



**'Growing together in love and learning'**



**'Sowing Seeds – Bearing Fruit – Harvesting Potential'**

At the Hustwaite and Sessay CE Primary Federation our vision is to provide a happy, caring and stimulating environment where children will recognise and achieve their full potential, so that they can make their best contribution to society.

The Federation is a family where:

- everybody is welcomed and you are not alone
- we pray together
- we are honest, open and respect and care for everyone and everything in our unique and rural community.

As a Federation we encourage a growth mindset, set high standards of learning and celebrate the achievements of every child within our exciting, broad and balanced curriculum. Our curriculum is based upon our Christian values. It is inclusive and through inquisitive and creative minds our children develop their self-confidence as learners and are encouraged to progress socially, emotionally and spiritually.

The Federation is a place where **everyone** is different and **everyone** is important.

“Teach a child to choose the right path, and when they are older, they will remain upon it.” (Proverbs 22:6)

#### **AIMS:**

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

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

We ensure that all adults and children in our school are respected and respect others, their cultures, their differences and their opinions.

We encourage in our children a sense of care and tolerance and the courage to take responsibility for their own actions.

We help to develop our pupil's personal, social and emotional development through our PSHE curriculum. Various topics are covered such as relationships, the impact of bullying both on and off line, and strategies of how to respond to hurtful behaviour.

**This policy applies to the whole school community; parents, staff, children and visitors to school.** 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.

Bullying are actions that are deliberately hurtful, and which happen on a regular basis over time. It can be direct (either physical or verbal) or indirect (either being ignored or not spoken to):

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting or any other use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact, abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber mobile threats by text messaging and calls, e-mail, social media and internet chat room misuse.

It is important to understand that bullying behaviour is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying behaviour if it is targeted and repeated.

Peer on peer abuse is defined as a serious form of bullying (abuse) between persons of a similar age and as such has wider safeguarding implications.

**Parents** can play an important role in detecting potential bullying by being aware of the possible signs:

- Not wanting to go to school
- Damage to clothes, books etc
- Bruises and scratches
- A decline in the standard of work
- Becoming withdrawn, unhappy
- Not sleeping
- Bed wetting

It is generally a combination of these signs, not necessarily one that may indicate a child is being bullied. If a parent suspects bullying it is vital that the school is informed as soon as possible. This would be the class teacher in the first instance. Parents also need to prepare children for the day to day playground squabbles and disagreements that do not constitute bullying.

**Children** need to feel secure enough to report any incident to a member of staff.

**All Staff** (including support staff) play an important role in observing children around school and noting any changes in individual behaviour that may suggest problems with a child and their relationships in school. All staff have an important role in communicating the anti-bullying ethos of the school.

**All reports of bullying will be taken seriously and will be investigated fully.**

Course of action in response to the reporting of an incident of Bullying

- All staff will be ready to deal with any incident that is brought to their attention
- Staff will see separately the 'victim', 'instigator' and any 'witnesses' in order to establish an accurate account of events. A written report (dated and signed) will be made if the incident is deemed to be serious. The Headteacher will always be alerted to the situation.

Staff should aim to find out:

What happened?

Why did it happen?

Who was involved?

Where did the incident take place?

When did it occur?

How do you think we can resolve this?

- A no blame approach will be used when initiating discussion with both the ‘victim’ and ‘instigator’.
- If an act of bullying is found to have happened then the child will be given a **final warning** and the opportunity to talk about the situation with the class teacher and Headteacher and parent’s will be contacted to inform them about the situation.

It is really important that once a case of bullying has been identified and dealt with, all parties are given the opportunity to move forward. All pupils involved should be treated equally and with respect and given the chance to continue with their education in a safe and welcoming environment.

Any repeat of the bullying behaviour will be dealt with appropriately and parents will be invited into school to talk about the situation.

In some rare cases, if the bully continues to be persistent or is unwilling to accept responsibility for their actions, or where the incident is of such a serious nature, and the Headteacher has explored all options, a fixed term exclusion for a fixed period of time may be given.

The pupil whom has been bullied will be offered full support from the class teacher and school learning/well being mentor. Outside agencies will be consulted if further counselling or support is required. All staff keep up to date with the current policies and procedures and ensure that they are followed accordingly.

Helpful resources and information.

If you are worried about your child and bullying there are some really helpful sites that you can visit for help and advice outside of school.

<https://www.anti-bullyingalliance.org.uk/>

<https://www.nationalbullyinghelpline.co.uk/>

<https://www.childline.org.uk/>

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