



Anti-Bullying Policy

Governors Meeting:	26 June 2023
Safeguarding Governor:	Jane Owens
Chair of Governors:	Gail Webb
Review:	26 June 2024

With God's love, we can fly.
We aim high and embrace life in all its fullness.
"those who trust in the Lord, will soar high on wings like eagles."- Isaiah 40:31

Anti-Bullying Policy

At Huxley, we seek to ensure that **all** our children feel safe **all** of the time and are committed to providing a caring, friendly and safe environment so they can be relaxed and secure and, therefore, ready to learn.

Bullying of any kind is **unacceptable** at our school. If bullying does occur, all children should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Aims of policy

The aim of this anti-bullying policy is to ensure that all children can learn and achieve in a caring and safe environment without fear of being bullied. Through our vision and ethos, as a school we hope to nurture tolerance and understanding throughout the whole school, however, we recognise that incidents of bullying may still occur. This policy will therefore aim to give clear guidelines to children, parents and staff at the school about how to detect bullying, and the actions that should be taken to deal with issues effectively.

What is bullying?

There is no legal definition of bullying. However, for the purpose of this policy it is defined as behaviour that is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group e.g. because of race, gender or sexual orientation
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Bullying is unacceptable behaviour which results in somebody feeling hurt, threatened or frightened. We believe that there are a number of types of bullying:

Emotional: excluding from a group, tormenting, ridiculing, humiliating.

Physical: hitting, punching, pinching, kicking or taking someone's belongings.

Verbal: name-calling, insulting, indirect bullying through spreading stories about someone, threats, making fun of someone.

Cyber: setting up hate websites, offensive e-mails and texts.

Racist: racial taunts, gestures, making fun of someone's culture or religion.

Homophobic or biphobic: When people behave or speak in a negative way towards others because of their actual or perceived sexuality. This may also be aimed at a person's family.

Transphobic: When people behave or speak in a negative way towards others who may identify their gender as not being the same as the sex they were assigned at birth.

Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual: unwanted physical contact, sexually abusive or sexist comments.

The school works hard to ensure that all children know the difference between bullying and simply 'falling out' and draws a distinction between bullying and the types of behaviour that children can exhibit in school as a normal part of growing up. Some incidents of name-calling or squabbles between groups of children can be resolved quickly by the intervention of an adult, for example during a normal playground duty. Such incidents are never ignored, but no further action may be taken as the incidences can be dealt with within the school's behaviour policy. As a school we follow restorative practice approach to our behaviour management and reflection and review is a huge part of our daily practice (see behaviour policy)

Statutory Implications

Under the Equality Act 2010, the school understands that it has a responsibility to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.

Under the Human Rights Act (HRA) 1998, the school understands that it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.

The National Association of Head Teachers has guidelines that Headteachers must 'satisfy themselves' that their school's Anti-Bullying Policy complies with the HRA; the Headteacher understands that they cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.

Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

PREVENTION

The role of the Headteacher and staff

It is the responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure that all staff (teaching and non-teaching), children and parents are aware of the school policy and know how to deal with incidents of bullying. The Headteacher will continue to report to the Governing Body about the effectiveness of the anti-bullying policy on request.

Key actions include:

- All reported or witnessed instances of bullying in the school are challenged by a member of staff.
- All incidents of bullying are recorded on CPOMS using the subcategory tags
- The Headteacher and staff setting a climate in which children feel safe, secure and well supported, with all forms of bullying taken seriously. All members of the school community are made aware of the school's Anti-Bullying Policy.
- All staff strive to demonstrate and promote tolerance, understanding, respect and acceptance of difference
- All staff will promote strategies to help prevent the occurrence of bullying behaviour through curriculum activities where children are offered opportunities to reinforce and promote positive behaviours and empathy skills
- All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons.
- Staff will raise awareness of issues through PSHE activities, assemblies and participation in events such as anti-bullying week.

- Children will be given opportunities to develop social and emotional skills in order to make judgements about their behaviour and its effect on others
- Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work.

Changing and organising seating arrangements in class helps to prevent instances of bullying.

- Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.
- Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.
- All staff members receive training on identifying and dealing with the different types of bullying.
- A safe, supervised place is available for pupils to go to at lunch if they are involved in conflict with their peers, or wish to avoid a bully.
- The Headteacher and staff ensuring that children are able to identify bullying and know that it is wrong. All children should be encouraged to report bullying to a member of staff.

Signs of bullying

Some of the signs that a pupil may be victim of bullying include, but are not limited to, the following:

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| • Being frightened to travel to or from school | • Asking for extra money or stealing |
| • Asking to be driven to school | • Cuts or bruises |
| • Unwillingness to attend school | • Lack of appetite |
| • Truancy | • Unwillingness to use the internet or mobile devices |
| • Becoming anxious or lacking confidence | • Becoming agitated when receiving calls or text messages |
| • Saying that they feel ill in the morning | • Lack of eye contact |
| • Decreased involvement in school-work | • Becoming short tempered |
| • Returning home with torn clothes or damaged possessions | • Change in behaviour and attitude at home |
| • Missing possessions | |

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental issues, so are still worth investigating.

Pupils who display a significant number of these signs are engaged with, in order to determine the underlying issues, whether they are due to bullying or other issues.

The role of children

To help prevent bullying at our school, children are advised to:

- Consider everyone's feelings and think about how they would feel if they were bullied.
- Try to settle any differences with other children in a non-threatening way and perhaps with the help of an adult.
- If they see anyone being bullied, report it to an adult as soon as possible.
- Be supportive and caring to any friends who may have been bullied.
- To seek adult help immediately, stay calm and clearly tell the bully to stop.

The role of parents:

To help prevent bullying at our school, parents should:

- Support the school's Behaviour Policy, Safeguarding Policy and E-Safety Policy.
- Contact their child's class teacher straight away if they suspect their child might be being bullied or suspect that their child is a perpetrator.

The role of IEB:

The IEB evaluates and reviews this policy to ensure that it is non-discriminatory and supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very 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 very seriously and dealt with appropriately.

The IEB monitors the incidents of bullying that occur. They also review the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of serious or persistent incidents of bullying and to report to the governors on the effectiveness of school anti-bullying strategies.

Recording

Incidents of bullying will need to be recorded by teaching staff on CPOMS under the category 'bullying' **detailing the type of bullying** incident to allow for proper analyses of the data collected. This will be reported to the child's class teacher, in line with the Behaviour Policy. For incidents of racist bullying these will be recorded under both bullying and racism categories.

Monitoring, Evaluation and Review

- The Headteacher reviews and amends this policy, taking account of new legislation and government guidance, and using staff experience of dealing with bullying incidents in the previous year to improve procedures.
- The Headteacher analyses the data in the **Bullying Record** at **termly** intervals in order to identify any trends in the types of bullying occurring and implement the appropriate measures to tackle it. Staff will monitor entries involving children in their year groups.
- The Headteacher arranges training for staff members as appropriate.
- Each class teacher corresponds and meets with parents/carers where necessary. They also provide a point of contact when more serious bullying incidents occur.
- Teachers are alert to social dynamics in their class and are available for pupils who wish to report bullying. They also provide follow-up support after bullying incidents.
- Teachers ensure that they are alert to possible bullying situations, particularly exclusion from friendship groups.
- All staff will avoid gender stereotyping when dealing with bullying
- If the bullying continues, and/or in more serious cases of bullying, the Headteacher will become involved and parents will be informed and invited into the school for a meeting to discuss the problem with mediation meetings used to resolve issues.
- In repeated, or serious cases, the school may follow the following sanctions: lunchtime exclusion, fixed term exclusion, permanent exclusion.
- This Anti-Bullying Policy will be promoted and implemented throughout the school.

Bullying outside of school

Teachers have the power to discipline pupils for misbehaving outside of the school premises. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it is investigated and acted on. In all cases of misbehaviour or bullying, the teacher can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff.

The Headteacher has a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives the Headteacher the power to regulate pupils' conduct when they are not on school premises, and therefore not under the lawful charge of a school staff member.

The Headteacher is responsible for determining whether it is appropriate to notify the police of the action taken against a pupil. If the misbehaviour could be of a criminal nature or poses a serious threat to a member of the public, the police are always informed.